

COMMISSION ON THE STATUS OF WOMEN

*PARTICIPATION OF
WOMEN
IN THE
ECONOMIC AND SOCIAL
DEVELOPMENT
OF THEIR
COUNTRIES*

Report of the Secretary-General

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INTRODUCTION

1. The Economic and Social Council, in resolution 1133 (XLI) adopted on the recommendation of the Commission on the Status of Women in 1966, requested the Secretary-General, in consultation as appropriate with the specialized agencies, "to draw up and communicate to Governments and non-governmental organizations in consultative status concerned with the subject, a questionnaire seeking their views on the role which women can play in the economic and social development of their countries, the degrees of priority which should be given to the contribution of women to the various areas of national economic and social development, the problems encountered in those areas, possible ways of surmounting those problems, and the kind of assistance that might be required". The Council believed that the replies to the questionnaire would assist the Commission on the Status of Women in establishing guidelines for a unified long-term United Nations programme for the advancement of women.

2. The questionnaire on the role of women in the economic and social development of their countries was prepared and circulated to Governments and certain non-governmental organizations in 1967. 1/ The Commission on the Status of Women considered the replies received at its twenty-first and twenty-second sessions, in 1968 and 1969. At its twenty-first session, however, the Commission considered that it would be preferable to await more replies before drawing up a long-term United Nations programme for the advancement of women, and it invited Governments and non-governmental organizations which had not so far done so to answer the questionnaire. 2/ At its twenty-second session the Commission adopted a number of recommendations relating to the unified long-term programme and also endorsed those contained in resolution IX of the International Conference on Human Rights as providing guidelines for such a programme. 3/ A separate report of the Secretary-General based on this resolution will be submitted to the Commission at its twenty-third session.

3. The present report is issued at the request of the Commission at its twenty-second session. 4/ It contains, in part I, a revised analysis of the replies to the questionnaire received from Governments of States Members of the United Nations and members of the specialized agencies. These now total

1/ The full text of the questionnaire was reproduced in document E/CN.6/493/Add.1.

2/ Official Records of the Economic and Social Council, Forty-fourth Session, Supplement No. 6, chap. XVIII, resolution 5 (XXI).

3/ Official Records of the Economic and Social Council, Forty-sixth Session, E/4619, chap. XVI, resolution 9 (XXII).

4/ Ibid., resolution 7 (XXII).

seventy-seven. 5/ It also includes, in part II, an analysis of the replies received from thirty-six non-governmental organizations. 6/

4. The number and nature of the replies received clearly reveal that the role of women in the modern world and their growing desire for a fuller

5/ Algeria, Argentina, Australia, Austria, Barbados, Belgium, Bolivia, Botswana, Bulgaria, Byelorussian SSR, Cambodia, Cameroon, Canada, Central African Republic, Ceylon, China, Colombia, Congo (Brazzaville), Cyprus, Denmark, Dominican Republic, Ecuador, Finland, France, Ghana, Guatemala, Guinea, Honduras, Hungary, India, Iran, Iraq, Ireland, Israel, Italy, Ivory Coast, Japan, Kenya, Libya, Madagascar, Malawi, Malaysia, Malta, Mauritania, Mexico, Morocco, Netherlands, New Zealand, Nicaragua, Nigeria, Norway, Pakistan, Panama, Philippines, Poland, Romania, Rwanda, Sierra Leone, Singapore, Somalia, Spain, Sweden, Switzerland, Togo, Trinidad and Tobago, Tunisia, Turkey, Ukrainian SSR, USSR, United Arab Republic, United Kingdom, United Republic of Tanzania, United States, Western Samoa, Yemen, Yugoslavia, Zambia. The full text of the replies of Governments to the questionnaire is available, in the original language in which the reply was received, on request to the United Nations Secretariat.

6/ Category I: International Co-operative Alliance, International Council of Women, Women's International Democratic Federation; Category II: All India Women's Conference, Associated Country Women of the World, Catholic International Union of Social Service, (The) Commission of the Churches for International Affairs, Friends World Committee for Consultation, International Alliance of Women, International Association of Ports and Harbors, International Association of Schools of Social Work, International Catholic Child Bureau, International Commission of Jurists, International Federation of Business and Professional Women, International Federation of Social Workers, International Federation of University Women, International Federation of Women in Legal Careers, International Movement for Fraternal Union Among Races and Peoples, International Recreation Association, International Union of Socialist Youth, Pan-Pacific and South-East Asia Women's Association, World Union of Catholic Women's Organizations, World Union of Organizations for the Safeguard of Youth, World Women's Christian Temperance Union, World Young Women's Christian Association; Roster: Central Council for Health Education, International Association of University Professors and Lecturers, International Council of Nurses, International Pediatric Association, International Planned Parenthood Federation, International Savings Banks Institutes, International Theatre Institute, St. Joan's International Alliance, Soroptimist International Association, World Organization for Early Childhood Education. A summary of the replies of non-governmental organizations is available on request to the United Nations Secretariat.

participation in the economic and social life of their countries is a matter with which contemporary society is very much concerned.

5. From the replies of both Governments and non-governmental organizations three basic facts seem to emerge: that in the vast majority of countries - both developed and developing - women's role is still limited and leaves room for expansion; that there is a general trend towards a more active participation of women in the economic and social life of their countries; and that society is groping for ways and means to cope with this situation and for new patterns to fit the changing roles of men and women.

6. Although many replies stated that in principle there was nothing to prevent women from playing a greater part in the economic and social development of their countries, the actual state of affairs shows that there remain substantial obstacles to the attainment of this goal in many countries. While priorities may differ, these obstacles appear to be basically the same, whatever the country's stage of development. They include primarily: lack of proper education and training; lack of vocational guidance and counselling; traditional attitudes of both men and women towards their respective roles in society; the division of the labour market into traditionally "male" and "female" sectors; lack of child-care facilities for working mothers, such as nurseries and day-care centres; and lack of labour-saving devices in the home.

7. With regard to education and training, it may be noted that in countries where educational facilities are generally inadequate or costly, priority is usually given to boys. Furthermore, in the majority of countries education is geared to the traditional concept of the respective place of boys and girls in society. As from an early age, therefore, a male or female child is conditioned to its future role. Fundamental educational reforms will be required if a change in this basic outlook is to be effected, and if future generations are to be taught that the principle of equality for all citizens means in practice that men and women should have a free and equal choice of occupation, based solely on their individual inclinations, abilities and talents.

8. While Member States accept the fundamental principle of justice and equality for all, enunciated in the Charter of the United Nations and other international instruments, the reality is - and this is borne out by the replies received - that women by and large do not yet enjoy equal status. It is also clear from the answers to the questionnaire that, notwithstanding the fact that there is a growing awareness that women's role is changing and should change, only a few countries have yet come fully to grips with the problem or are ready or able to embark upon new avenues. Though the active participation of women in the economic and social sectors of national life has to a greater or lesser extent been accepted, the fact nevertheless remains that it is limited and restricted in many ways. It was reported, for example, by the majority of countries that the level of responsibility of women in most fields was still comparatively low. Society continues to view the labour market as being divided into male and female sectors, the female sector being of lesser importance. From the current trends in many countries it would appear that measures taken to increase the participation of women are prompted not so much by the desire to bring about a fundamental change in the role of men and women in society, but rather by the realization that over-all development requires a greater utilization of the potential labour force. It seems inevitable, however,

that sooner or later women's increasing participation in economic and social life and their consequent emancipation and changing role will force society to adapt itself to new patterns. To a varying extent, therefore, a situation has arisen, or is arising, where the old patterns no longer hold true but the new have not yet fully developed. Serious efforts to find new ways and means to cope with this problem are urgently needed. Meanwhile, in many parts of the world, increasing numbers of women find themselves in an ambivalent position: on the one hand, their active participation in the economic and social life of their countries is stimulated, while on the other hand it is subject in practice to limitations and discrimination.

9. The following is a very brief summary of the current situation in various countries as reflected in the replies to the questionnaire.

10. The answers to question 1 clearly show the divergencies in the part played by women in the economic and social development of their countries and the fact that, even where women participate actively in national life, their level of responsibility is usually comparatively low, though exceptions may be found in certain sectors in the social field that are traditionally considered suitable for women. The replies also indicate that, although considerable progress towards the recognition of equal rights of men and women has been made in the field of legislation, in practice many of the obstacles already mentioned remain, such as traditional attitudes about the role of men and women, male and female sectors of labour, lack of education and training for women, and lack of initiative on the part of women themselves.

11. The answers to question 2 likewise show that, although women play some part in the preparation and execution of national development plans, through membership of elective bodies and other organizations, their participation in higher planning bodies is in general limited, or practically non-existent.

12. Many replies to questions 3, 4 and 5, dealing with areas of economic and social development where women's role might be increased, point to a greater participation of women in the agricultural and social sectors. They also show a trend in the direction of recognizing that women should make a greater contribution at all levels in accordance with their qualifications and competence. Few countries, however, seem to have gone into the question of how to deal with the problem of effecting basic changes in the respective roles of men and women in modern society.

13. The answers to question 6, concerning problems that have been encountered, or that might be anticipated, in the implementation of measures designed to increase women's contribution to national economic and social development, again show that, although women have achieved equality with men under the law in many areas of activity, the relevant laws often have not yet been fully implemented and that, in most instances, women as members of society have not developed their full potential. It should be noted here too that the fundamental obstacles are to be found not only in the attitudes and prejudices of men towards women, but also, and sometimes even more so, of women towards themselves and towards other women.

14. From the replies to question 7, dealing with measures designed to increase women's contribution to the economic and social development of their countries, it appears that, in addition to the enactment of legislation, a number of initiatives have been taken to set up programmes or bodies to promote the status of women; most replies, however, do not indicate major undertakings in

this field, nor are the measures adopted usually considered important in terms of the country's over-all development. There seems rather to be a tendency to count on measures to expand over-all development and progress to lead automatically to a greater participation of women in the development process and in the labour force of their countries, preferably in sectors which have long been traditionally considered suitable for women.

15. The replies to questions 9, 10, 11, 12 and 13, dealing with the assistance required for increasing women's contribution to national economic and social development, clearly show the need and concern for more education and training for women. United Nations technical assistance programmes in the form of seminars, workshops, training programmes and other projects are all considered valuable. In most countries, however, though greater scope is envisaged for women in national development plans, their participation remains restricted to specific fields and sectors.

16. The role that non-governmental organizations can play, dealt with in question 14, is viewed as important by many Governments, although several of them stress the need for better co-ordination of activities.

17. Finally, the answers to question 15 - in which comments or suggestions that might provide guidelines for the establishment of a unified long-term United Nations programme for the advancement of women were invited - again emphasize the importance of changing the attitudes of both men and women regarding their respective roles in the modern world.

18. It would therefore appear that the first objective of any long-term programme for the advancement of women should be to find new ways of changing the underlying attitudes of men and women towards their respective roles in society in order to facilitate the increased participation, easier acceptance and greater integration of women in all facets of economic and social life.

19. The preceding paragraphs have dealt mainly with the general aspects of the question and the problems encountered in most countries. It goes without saying, however, that the situation differs considerably from one country to another and from one region to another - as the replies show. It may therefore be worth while to concentrate on efforts to solve specific problems at the regional level. To this end the fullest use should be made of regional and national seminars, workshops, meetings of experts and case studies, and of the services of experts who could assist Governments in the work of analysis, evaluation and planning.

I. ANALYSIS OF THE REPLIES OF GOVERNMENTS TO THE QUESTIONNAIRE ON THE ROLE OF WOMEN IN THE ECONOMIC AND SOCIAL DEVELOPMENT OF THEIR COUNTRIES

A. Present role of women in the economic and social development of their countries

QUESTION 1: What role do women currently play in the economic and social development of the country?

20. With respect to part (a) of question 1, which deals with the extent to which women participate actively in the economic and social sectors of national life and the nature of their contribution to the various areas of development at the present time, the majority of the replies received stated that women are actively participating in various sectors of the economic and social life of their countries. It should be noted, however, that their participation is generally limited to certain areas. "Participation in economic and social development" seems to have been interpreted in two ways: (a) that women are part of the economically active population, which is generally understood "to comprise all those persons who contribute to the supply of labour for the production of economic goods and services, including not only those employed at the time of the investigation, but also those unemployed, but available for work"; 1/ and (b) that women, although not gainfully employed outside the home, are nevertheless contributing to the national economy, such as happens in countries in which "large numbers of persons are primarily occupied in producing food or other products for consumption by their own families". 2/

21. The countries which supplied figures to illustrate the active participation of women generally gave the percentage of women gainfully employed outside the home in relation to the total employed labour force, as, for example: Argentina (25.56 per cent), Australia (25 per cent), Bulgaria (80.06 per cent), Byelorussian SSR (51 per cent), Canada (31 per cent), Ceylon (21 per cent), China (approx. 33 1/3 per cent), Cyprus (33 1/3 per cent), Denmark (approx. 33 1/3 per cent), Finland (43.3 per cent), Israel (28 per cent), Japan (40 per cent), Netherlands (Surinam) (18.5 per cent), New Zealand (30 per cent), Nicaragua (20.1 per cent), Norway (23 per cent), Poland (36.4 per cent), Sweden (37.6 per cent), USSR (50 per cent), United States of America (more than 33 1/3 per cent), Yugoslavia (30.3 per cent). These countries did not, however, define the occupations included in the total labour force for which the statistics were given. According to one country, the annual growth rate of the female work force was much greater than that of men. 3/

22. Austria supplied the figure of 40.4 per cent as the percentage of working women in relation to all workers, 4/ and Spain stated that out of an active population of 12,324,300 the female working population was 2,932,400 (or

1/ Demographic Aspects of Manpower: Report I, United Nations publication, Sales No.: 61.XII.4, p. 1.

2/ Ibid., p. 2.

3/ United Kingdom (St. Lucia).

4/ This figure includes self-employed persons, family members working in family business, salaried workers and wage-earners.

approximately 23 per cent).^{5/} India reported that 28 per cent of its entire female population of 212 million was employed, ^{6/} and in the United Kingdom 51.8 per cent of the female population (aged 15-64) was said to be active in the labour force. Bulgaria stated that 41 per cent of its active population were women, and Guinea said that 5,019 women were employed.

23. Other Governments termed as "very active" or "active" the participation of women in many areas of national life. ^{7/} One country noted that as it was a matriarchal society, women (as far as the lower classes were concerned) were as much the providers for their families as men. ^{8/} Still others declared that women were active in certain areas but not in others. ^{9/} One country, for instance, reported that women's participation was mainly in such traditionally female roles as shop assistants, typists, teachers, nurses and home industries. ^{10/} One developed country reported that female employment had declined during the period 1961-1966. It furthermore stated that employment in the tertiary sector was rising whereas it was declining in the secondary sector. ^{11/} A few countries, on the other hand, considered that the participation of women was still insufficient. One country stated that the role which women currently play was not commensurate with the country's level of development. ^{12/} Others indicated that women were still playing a modest role in national life. ^{13/} Some pointed out that, although statistics with respect to the activities of gainfully employed women seemed low, such figures did not take into account the very significant role which women played in agriculture, in self-employed activities and in family enterprises. ^{14/}

24. With respect to part (b) of question 1, which deals with the levels of responsibility at which women are participating in, and contributing to, each area of development, the majority of countries made the observation that although women were actively participating in national life, the levels of responsibility which they occupied in certain sectors of the economy were still comparatively low. ^{15/} This was said to be due in part to the younger age-structure of the

^{5/} This figure includes wage-earners, self-employed persons and unpaid domestic workers.

^{6/} 1961 census.

^{7/} Bolivia, Cambodia, Cameroon, Dominican Republic, Ecuador, Ghana, Hungary, Iraq, Madagascar, Malaysia, Mexico, Netherlands (particularly for unmarried women), Nigeria, Poland, Romania, Rwanda, Sierra Leone, Singapore, Trinidad and Tobago, United Arab Republic, United Kingdom (Cayman Islands and Hong Kong).

^{8/} United Kingdom (St. Lucia).

^{9/} Barbados, Botswana, Central African Republic, Iran, Ivory Coast, Malta, Pakistan, Panama, United Kingdom (Seychelles), United Republic of Tanzania, Yemen, Zambia.

^{10/} Western Samoa.

^{11/} Italy.

^{12/} Colombia

^{13/} Libya, Malawi, Mauritania.

^{14/} Nigeria, Rwanda.

^{15/} Australia, Austria, Barbados, Bolivia, Botswana, Canada, Cyprus, Denmark, Dominican Republic, Finland, France, India, Iran, Ivory Coast, Libya, Malawi, Malta, New Zealand, Nigeria, Poland, Rwanda, Sweden, United States of America, New Zealand (Western Samoa).

female work force. 16/ One developed country reported that in 1961 approximately 5 per cent of women held positions in the category "directeurs et cadres administratifs supérieurs de l'Administration publique". A survey held in that same country in 1967 showed that twenty-six women were directors or executives. 17/ It was stated in another reply that the majority of jobs for women in several sectors of the economy were confined to minor positions belonging to the primary or middle levels. Thus many women occupy clerical positions as typists and stenographers or positions in the semi-skilled or unskilled categories as shop assistants or machine operators; consequently, women are easily affected by fluctuations in the economy. 18/ A clear indicator of the low positions which women occupy in most countries is the low salary grades in which they are commonly placed; although ILO Convention No. 100 (Equal Remuneration for Men and Women Workers for Work of Equal Value) has been widely adopted, the fact remains that in a majority of countries men predominate in the higher salary grades and women often predominate in the lower salary grades. 19/

25. It must be stated, however, that the sector in the economy in which women work seems to be an important determining factor of the level of responsibility which women occupy. For example, in areas of social welfare, education and nursing, women generally hold high positions in most countries. In industry and commerce, on the other hand, several countries reported that few women attained executive positions or became entrepreneurs or employers. 20/ Even if they did, it was with great difficulty because, as one country indicated, women were not often seriously considered for promotion to high posts. 21/ In government service, including elective posts, several countries pointed out that, although women predominated at the lower salary grades, few of them attained the policy-determining posts or high political office. 22/ The participation of women in individual areas of economic and social development and the level of responsibility which they occupy is discussed in greater detail below.

26. The reasons given by some countries to account for the phenomenon mentioned above include lack of proper education and training; lack of vocational guidance and counselling; attitudes on the part of both men and women which are not favourable to the gainful employment of women outside the home; the traditional dichotomy of the labour market into the "male sector" and "female sector"; 23/ lack of facilities, such as day-care centres, and of labour-saving devices for the housewife. Women therefore represent one of the largest sources of unused potential in many countries. It was pointed out, for instance, that in one country the national income could be increased by some 25 per cent "if the unused potential of women were to be fully utilized and by some 50 per cent of sex discrimination and other barriers were to be totally abolished". 24/ Similarly, it has been said that in another country the standard of living "would rise by 35 per cent if women were professionally active to the same extent as men". 25/

16/ Australia.

17/ Belgium.

18/ See, for example, the reply of France.

19/ For a detailed analysis of this phenomenon, see the reply of Sweden (Background Paper (I), paras. 569-575).

20/ Canada, Denmark, Finland, France, Nigeria, Poland, Sweden.

21/ Austria.

22/ Bolivia, Botswana, Colombia, Dominican Republic, Ivory Coast.

23/ Poland and Sweden.

24/ Sweden.

25/ The country referred to is France, although the example is cited in the reply of Sweden.

27. A few countries, on the other hand, indicated that women do, in fact, occupy high posts and do not encounter difficulties in attaining them. 26/ Moreover, in some countries, the dichotomy between the "male" and the "female" sectors in the labour market apparently does not exist. Thus women occupy the posts of engineers, technicians, scientists, judges, which is said to be partly due to an educational system which prepares boys and girls equally at the secondary and higher levels for specialization in the technical and scientific fields. 27/ One country indicated that special emphasis is being given to the development of woman-power, and that women in managerial and executive posts in business and industrial circles are common. 28/ Another country reported that women are particularly active in the formulation of socio-economic policy at the federal, provincial and communal levels, and are numerous in management posts, although their influence in politics still needs to be increased. 29/ A few countries emphasized that the real influence of women within a country should not be gauged by their activities in gainful occupations, but through the very important role they play at home as wives and mothers. 30/

28. Some common observations, made by most of the countries which sent replies, were: (a) that the participation of women is increasing considerably in many areas, and that their access to higher posts is improving, although their levels of responsibility are generally low; 31/ (b) that the number of married women entering the labour market is increasing; (c) that in several countries there is a growing demand among married women for part-time work; 32/ (d) that there is a need for women and men to adapt themselves to the characteristics of modern society, for example, to the changing role of the home as a consumer rather than a producer of goods; (e) that there is a growing realization that the up-bringing of children should be a joint responsibility of both parents; (f) that traditional attitudes hamper women from fully utilizing their talents and skills; (g) that much progress has been made in legislation according men and women equal rights in the political, social and economic fields; (h) that the advancement of the position of women should be considered in a broader context than that of achieving equality in respect of rights and obligations eliminating discrimination against women, and that instead such advancement must be viewed in terms of the rapid economic and social progress that can be achieved if greater equality between the

26/ Byelorussian SSR, China, Hungary, Israel, Philippines, Ukrainian SSR, USSR, Yugoslavia.

27/ Byelorussian SSR, Ukrainian SSR, USSR. Sweden indicated in its reply that comprehensive measures are being undertaken to eliminate the division of the labour market into "male" and "female" sectors.

28/ China.

29/ Yugoslavia.

30/ Ivory Coast, Rwanda, United States of America.

31/ In New Zealand, for instance, from 1946 to 1966, there was a growth rate of the female labour force of about 75 per cent in comparison with 39 per cent for the male labour force. In India the total number of women employees had increased from 1.37 million in March 1962 to 1.78 million in December 1966 (i.e., an increase of about 30 per cent, in comparison with 29 per cent of male employees). In the USSR the percentage of women workers in the total manual and non-manual labour force increased from 24 per cent in 1928 to 50 per cent in 1967.

32/ Sweden defined part-time employment as "less than 35 hours a week".

sexes existed; (i) that greater economic progress and efficiency can be achieved if the scale of evaluations used in the labour market based on physical characteristics of sex were abandoned; (j) that the unified long-term programme for women and United Nations assistance in this field must be integrated within the context of the development of each individual country, and that the role of women must not be seen in isolation, but should be so conceived as to benefit all members of society.

29. The paragraphs which follow deal with the extent of the participation of women in the various economic and social sectors outlined in the questionnaire and with the nature of the contribution of women to these sectors.

Agriculture (including forestry and fishing)

30. It is evident from the replies received that the role of women in agriculture depends to a large extent on a country's type of economy and level of economic development. In countries, for instance, where subsistence agriculture is a main source of livelihood, women, as a general rule, play a very active part, in many cases more active than men, in planting, weeding, raising crops and in selling left-over produce in the market. For this reason, the important role of women in food production has been stressed in several replies, as well as the part they play as vendors in markets. At the same time a number of countries remarked upon the low status of women in subsistence agriculture and in rural areas in general; on their high rate of illiteracy; on their lack of health education; on their need to travel long distances and carry heavy loads; and on their need for education in agricultural extension. Several countries noted also that in the case of paid farm workers women received lower wages than men, 33/ while in another country there is a law on equal pay for men and women in agricultural employment. 34/

31. In some countries where agriculture is an income-producing sector women similarly play an active role. Two countries, for example, stated that many women are gainfully employed in plantations. 35/ Another reported that women contribute much to the production of cash crops and form part of the casual labour used during the peak seasons of agricultural activity. 36/ Other developing countries pointed to signs of an increasing use by women of scientific and mechanized methods of farming, as well as to their work in land reform. 37/ Two countries referred to the equal rights of men and women in owning and cultivating land. 38/

32. Other countries also reported that women are active in agriculture. 39/ One noted in this respect that since farm women live and work in the same surroundings, the danger exists that their working time is not restricted to certain hours. They

33/ Argentina, Barbados, Bolivia, Botswana, Cameroon, Central African Republic, Cyprus, Dominican Republic, Iran, Ivory Coast, Libya, Malawi, Mauritania, Panama, Rwanda, Sierra Leone, Tanzania, Trinidad and Tobago, Yemen.

34/ Guatemala.

35/ Ceylon and Malaysia.

36/ Ghana.

37/ Bolivia, Botswana, Iraq, Philippines, Turkey, United Kingdom (Cayman Islands).

38/ Mexico, Guatemala.

39/ Belgium, Bulgaria, Byelorussian SSR, China, Guinea, Israel, Poland, Togo, Tunisia, Ukrainian SSR, United Kingdom (St. Lucia), Yugoslavia.

are thus prevented from participating in other social activities and broadening their views. This could be remedied by programmes of adult education. 40/ One stated that women are contributing to co-operative farming, not only at the management and policy-making levels but in welfare, education and social programming activities within the co-operative farms. 41/ It was also reported that women could be found in the management level of agricultural co-operatives, 42/ and a significant number of them run their own independent farms. Some countries also stated that, although many women are classified as dependants in household farms, they nevertheless contribute significantly to the increase of their husbands' farms. 43/

33. A number of countries indicated that the role of women in agriculture in comparison with the other sectors of the economy is smaller. 44/ One declared that a decline in the role of women in agriculture is foreseen because of the gradual tendency to use mass production techniques and scientific technology in industrialized agriculture, thereby reducing the sizes of farms and eliminating the need for manual labour; these changes will affect the status of women in rural areas and will necessitate the need to find alternative employment for women workers in such areas, if the rural female population is to be kept in balance. 45/ On the other hand, two countries indicated that the role of women in the agricultural sector was becoming increasingly important in view of the fact that men are migrating to urban areas. 46/

34. One country, in which agriculture is an important income-producing sector, stated that farm women, whether as paid workers or as wives of farmers, actively participate in all phases of the primary processes of production and the associated application on farms of capital, labour and management; the status of farm women is high; they are well-educated; they are active in agricultural associations and farm unions; they enjoy on their farms the amenities of modern life and a high standard of living; they are able to vary their professional and social activities. Thus agriculture can afford attractive and profitable employment for women. 47/

Industry (manufacturing and processing industries)

35. As in agriculture, the role of women in the industrial field in a given country is, to a large extent, determined by that country's level of development. The significance of industrial development with respect to the entrance of women in the labour market is that it provides diversification in the economy and consequently offers more employment opportunities. It was pointed out, for instance, that the rise of industrialization in some countries has led to a decrease in the number of women in agricultural and domestic employment. 48/

36. In some countries, where industrialization has not yet advanced considerably it was stated that the role of women in industry, including small-scale industry,

-
- 40/ Belgium.
 - 41/ Israel.
 - 42/ China.
 - 43/ Poland and Yugoslavia.
 - 44/ Finland, Norway, Sweden, United States of America.
 - 45/ France.
 - 46/ Japan and Yugoslavia.
 - 47/ Canada.
 - 48/ Poland, Singapore, Yugoslavia.

is minor. 49/ One country reported that the majority of women in the field of processing are manual workers. 50/ Another reply noted that women when working in factories do not have much pride in their work and that their output is lower than men's. 51/ In other countries, women are said to be particularly active in small-scale industry, 52/ and, in some instances, even become entrepreneurs and managers in this field. 53/ Some developing countries also pointed out that women are active in large-scale industry, such as the textile, garment, and food and beverage fields; one reported on the increasing participation of women in the electronics industry. 54/ In one country, 55/ handicrafts and home industries were said to be almost completely in the hands of women. According to the same country, very little other industry existed and there only a few women were employed, at the production-line level. 56/ One country reported that opportunities for the employment of women in such fields as the electrical industry were limited and that they were paid less and employed at lower levels than men. 57/ On the other hand, it was stated in one reply that automation and the modernization of industry has displaced unskilled and semi-skilled labourers, the majority of whom are women, and has forced women to look for work in smaller plants which have not yet become modernized. 58/

37. The replies of several developed countries indicated the following percentages out of the total labour force employed in industry: Belgium (15.45 per cent), Canada (16 per cent), Finland (36 per cent), France (23.4 per cent), Japan (36 per cent), 59/ Norway (18.9 per cent), and Sweden (23 per cent). Three countries reported that women constitute a high percentage of the labour force in industry: Bulgaria (42.2 per cent), Byelorussian SSR (48.9 per cent) and Ukrainian SSR (42 per cent).

38. Some countries remarked that women are concentrated in certain industrial areas commonly designated as the "female sectors", such as the textile and clothing branches. 60/ One developed country gave the following breakdown: 30 per cent of women workers in clerical occupations, 12 per cent employed as sales and shop assistants in retail and wholesale trades, 10 per cent as hotel etc. employees and 8 per cent as clothing and textile workers. Of the 13 per cent of the female work

49/ Botswana, Cameroon, Central African Republic, Ivory Coast, Malawi, Mauritania, United Republic of Tanzania.

50/ Netherlands (Surinam).

51/ Ivory Coast.

52/ Barbados, Bolivia, Ceylon, Dominican Republic, Iraq, Malaysia, Malta, Mexico, Nicaragua, Nigeria, Philippines, Sierra Leone, Togo, United Kingdom (Hong Kong, St. Lucia), Yemen.

53/ Israel, Mexico, Nicaragua, Philippines, Sierra Leone, Singapore, United Kingdom (Hong Kong).

54/ Mexico.

55/ Guatemala.

56/ Western Samoa.

57/ Guatemala.

58/ Argentina.

59/ This figure includes women in wholesale and retail trade, finance, insurance, real estate and services.

60/ Canada, Denmark, Sweden.

force employed as professional, technical and related workers, over three quarters were nurses or school-teachers. 61/ One country, on the other hand, stated that the number of women employed in these branches was declining, but was increasing in the electrical, chemical, food, and leather and high branches. 62/ A common and frequent observation made by the developed countries which replied is that few women attain to high administrative or technical posts and that women are heavily concentrated in the semi-skilled level or in the assistant personnel category. 63/ Furthermore, the average wage for female workers is lower than that of male workers, even allowing for the age factor. One country observed that public and private employers recruit women for the lowest-paid positions, and "women themselves seem to a great extent to have adapted themselves to this segregated market". 64/

Commerce (including wholesale and retail trade, banking, insurance, real estate and other distributive industries)

39. Several developing countries pointed out that few women are participating in this area or that their activities are confined to minor responsibilities. 65/ Others stated that women are considerably active in this field at several levels of responsibility 66/ and that they are engaged in petty or retail trade, wholesale trade, 67/ domestic trade, entertainment 68/ and banking. 69/ It was also stated that women can exert a substantial influence on government in this field in the preparation and execution of national development programmes through their co-operatives, and that they also have an important impact on the level of living of a country. 70/

40. Other countries indicated that women in this field make up a significant portion of the total labour force: Belgium (48 per cent at the management level and 69 per cent at the assistant level); Byelorussian SSR and the Ukrainian SSR (74.2 per cent and 70 per cent, respectively, of the total labour force engaged in trade, public catering and the supply of material and machinery); Canada (62.1 per cent in banking); Finland (55 per cent); France (29 per cent of employers in small businesses, 49.1 per cent in banking and insurance); Norway (39.6 per cent); Sweden (53.4 per cent). As to the levels of responsibility, it was indicated that in Sweden women entrepreneurs in trade and services are commonest, but that in the distributive trade (wholesale and retail trades) the salaries of women employees of whatever age group does not come up to those of men. In France, women account for 47.9 per cent of the managers of chain-stores, but in banking they account for

61/ Australia.

62/ France.

63/ Canada, Denmark, Finland, France, Sweden.

64/ Sweden.

65/ Congo (Brazzaville), Botswana, Malawi, Malaysia, Panama, Rwanda, United Kingdom (St. Lucia), Western Samoa.

66/ Argentina, Cameroon, Central African Republic, Colombia, Cyprus, Dominican Republic, Ghana, Iraq, Ivory Coast, Mexico, Nicaragua, Nigeria, Philippines, Sierra Leone, Singapore, Togo, United Kingdom (Cayman Islands), Yemen.

67/ Ghana and Nigeria.

68/ Singapore.

69/ Colombia, Iraq, Philippines.

70/ Ghana and Nigeria.

only 23 per cent of the managerial posts. In Canada, the majority of women in the banking field are bank tellers or clerks, but in the wholesale and retail trade the majority of them are employed as sales clerks.

41. A common observation made by several countries is that few women make their careers in the banking and accounting fields, although this situation is said to be significantly changing in one country. 71/

42. The great influence which women exert in the field of commerce and industry as consumers was mentioned by some countries. 72/ In one country, for instance, women with the collaboration of their husbands, choose the consumer goods for their homes and are responsible for budgeting the family income. 73/ In addition, they guard against "shoddy production and sales methods, and demand improvements in quality, labelling, and high price-levels". 74/

Transport and communications

43. Some developing countries indicated that few women are engaged in this field. 75/ In one country several are employed, though at a low level of responsibility. 76/ Some countries explained the limited participation of women by the fact that the field was a new one and was dominated by men. 77/ Some developing countries reported that women are active and are bound to expand their activities in the field of communication, particularly in television, radio, journalism and telecommunication, 78/ but according to one country, not in high posts. 79/ Three countries indicated that a large number of women occupy supervisory and other high posts in this field, 80/ and another commented that in telecommunications women are employed as telephone and teleprinter operators but are not found in the technical services. 81/ One country reported that in the area of communications women enjoy the same status as men, 82/ though out of the total number of people employed in this field, barely 5 per cent are women. Several commented on the effectiveness of women's programmes which are broadcast over the radio. One country indicated that in the areas of television and radio women enjoy equal rights with men as regards their levels of responsibility and salaries; 83/ one method utilized in this country to enable women to be employed in radio and television is the establishment of a nursery close to the radio and television building for the care and safety of their children. Only a few developing countries mentioned that women are active in transportation. 84/ Of

71/ United States of America.

72/ Cameroon, Nigeria, United States of America.

73/ Cameroon.

74/ United States of America.

75/ Barbados, Botswana, Central African Republic, Ivory Coast, United Kingdom (Cayman Islands), Yemen, Guatemala.

76/ Western Samoa.

77/ Guatemala, Malaysia, Panama.

78/ Argentina, Bolivia, Dominican Republic, Guatemala, Malaysia, Mexico, Philippines, Sierra Leone, United Arab Republic.

79/ Guatemala.

80/ Argentina, Bolivia, United Arab Republic.

81/ Malaysia,

82/ Belgium.

83/ United Arab Republic.

84/ Mexico, Sierra Leone, Singapore.

these, one stated that women are active as owners of fleets of cars and vans, 85/ and another observed that women are mainly active in this field as airline hostesses and receptionists. 86/

44. In the Byelorussian SSR and the Ukrainian SSR women are comparatively active in this field (21.4 and 23 per cent in transportation and 62 and 66 per cent in communication are women, respectively). Replies from some developed countries indicated that the rate at which women participate in this field is varied: Belgium (5 per cent), Canada (30 per cent in the country's largest airline and 95 per cent of the non-management occupations in the country's largest telephone company), Finland (22 per cent), France (12 per cent), Norway (12 per cent), Sweden (22.2 per cent). As to the grades occupied by women in this field, it is stated that in Canada the majority of female staff in the country's largest airline work as passenger agents, flight attendants and clerical workers, and that in that country's largest telephone company, women predominate in non-management occupations as service representatives and telephone operators, although there are a few women in middle management. In Norway, there are many women employed as programme secretaries and in other intermediate-grade positions in broadcasting and television, but there are no women on the broadcasting and television board, and there are no women in administration. In the same country, it is said that few women are employed in the Press. In another country, 87/ it is reported that the nature of the job excludes women from working in air traffic control, aviation communications or meteorological service. Their participation in other fields is also limited, and they generally hold low positions.

Government service (including elective posts)

45. The role of women in government civil service remains minor in several countries, 88/ although it is increasing in some, 89/ or has become substantial in others. 90/ Several countries reported that the participation of women in government civil service is significant in quantity, but that their widespread participation is not commensurate with the grades they occupy. 91/ It was stated, for instance, that the salaries received by women in government service are inferior to those of men and that women are over-represented in the lower salary scales; moreover, women are heavily concentrated in clerical positions, and although there are no legal restrictions to their competing for senior posts, few women actually attain them. 92/ A similar observation was made by several developing countries, where women are participating widely in government service but at the lower levels. 93/ One country mentioned that apart from the clerical class, including typists, the biggest body of women employees are teachers in the

85/ Sierra Leone.

86/ Singapore, Western Samoa.

87/ Ireland.

88/ Congo (Brazzaville), Barbados, Ivory Coast, Malawi, Somalia, United Kingdom (Cayman Islands).

89/ Iraq, Malaysia, Sierra Leone, Togo, Turkey.

90/ Bolivia, Botswana, Ceylon, Colombia, Dominican Republic, Mexico, Nicaragua, Panama, Philippines, Tunisia, United Kingdom (Hong Kong), Western Samoa.

91/ Austria, Canada, France, Norway, Sweden, United Kingdom (St. Lucia).

92/ Austria, Canada, France, Norway, Sweden.

93/ Bolivia, Botswana, Ceylon, Colombia, Guatemala, Nicaragua (although 82 per cent of the tax collectors are women), Panama.

Education Department or nurses. 94/ Some countries, on the other hand, indicated that women have access to, and in fact attain, a number of posts, ranging from high 95/ to the highest 96/ in government service.

46. It was noted by several countries that a significantly large percentage of women participate in elections as voters, but that the extent of their participation in this aspect of political life was not reflected in the number of women elected to legislative bodies, particularly at the national, regional or municipal levels. 97/ One country reported that although women are eligible for employment in the public service, it is, however, normal practice that they retire on marriage. 98/ In this connexion, some countries pointed out that although the number of women in elective posts was increasing slowly, it nevertheless signified an under-representation of women in this important area of public life. Some reasons have been advanced to account for this situation: traditional attitudes which reinforce the belief that politics are more properly the concern of men rather than women; the inferior position and participation of women in party politics; and the small proportion of women who stand for public office. 99/ On the other hand, it was stated by some countries that women wield significant political influence as representatives in elective bodies. 100/

Science and technology

47. A few Governments indicated that women are contributing actively in several areas of science and technology. 101/ One reported that out of the total of engineers, architects, constructors and technologists, 39.4 per cent are women, and that out of the total number of scientists, more than 20 per cent are women. 102/ A few countries stated that women are active in some branches of this field but not in others; for instance, there are few women engineers. 103/ The participation of women in several developing countries in this field is said to be non-existent 104/ or minimal. 105/ In one, 106/ it is said to be nil. In some of the developing countries, it is increasing, for example, in biology, botany, chemistry, pharmacy, architecture, physics and engineering. 107/

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- 94/ Western Samoa.
95/ Australia.
96/ Australia, Bulgaria, Byelorussian SSR, Israel, Poland, Ukrainian SSR, USSR.
97/ Austria, Canada, Finland, Ireland, Norway, Panama, Sweden.
98/ Ireland.
99/ Austria and Sweden.
100/ Byelorussian SSR, Ceylon, Israel, Philippines, Poland, Ukrainian SSR, USSR, Yugoslavia.
101/ Bulgaria, Byelorussian SSR, Hungary, Ukrainian SSR, USSR.
102/ Bulgaria.
103/ Canada, Finland, France, Guatemala, Israel, United States of America.
104/ United Kingdom (St. Lucia).
105/ Barbados, Panama, Sierra Leone, United Republic of Tanzania.
106/ Western Samoa.
107/ Argentina, Dominican Republic, India, Iraq, Israel, Mexico, Nicaragua, Pakistan, Philippines.

Education and training

48. The majority of countries stated that women are playing a major role in this area. In fact, the observation has been made that the preponderance of women in this area is regarded in certain circles "as an indication of the down-grading of the profession, which is being deserted by men anxious to put to more profitable use the qualifications earned by their studies. 108/

49. The majority of countries pointed to the very significant role of women in the field of teaching, particularly at the kindergarten, primary and secondary levels; at the university level and at technical institutes the percentage of women teachers is smaller. In some countries, for instance, kindergarten teaching is completely dominated by women. 109/ It was stated by two countries that women teachers enjoy equality with men as regards conditions of work and salaries. 110/ In the field of educational administration, women in some countries are known to attain the highest posts, 111/ although it was indicated, on the other hand, that in this field few women go far. 112/

50. As regards the access of girls to education, it was stated by the majority of countries that girls, in principle, have access to education at all levels. It was pointed out, however, that some areas needed particular attention, such as the elimination of illiteracy, 113/ improving the facilities of girls' schools, 114/ and the access of girls to technical and scientific institutes.

51. Although some countries pointed to the high enrolment of girls in specialized and technical institutes, thereby enabling women to make careers in the scientific and technical fields, 115/ several countries, both developed and developing, emphasized the need to increase the limited access of girls to vocational technical institutes. 116/ In this connexion, it has been observed that there is a marked tendency among girls in vocational institutes to choose the type of education which is of relatively short duration and which, consequently, does not qualify them for senior or independent positions; furthermore, girls are known to limit their choices to certain sectors of the vocational field only. 117/

52. With a view to abolishing the traditional division which exists in vocational education between "boys' handicraft" (i.e., woodwork and metalwork) and "girls' handicraft" (i.e., needlework), the Parliament of one country in 1968 decided to make instruction in both kinds of handicraft obligatory for all pupils up to and including grade 6, which is described as being a decision with important implications, inasmuch as the instruction of girls in woodwork and metalwork "may result in more girls opting for technical and mechanical training in the future".

108/ France. A similar observation was made by Poland.

109/ Guatemala, Mexico, New Zealand, Sweden.

110/ Canada, Guatemala.

111/ Ceylon, Philippines, Sierra Leone.

112/ Israel, New Zealand.

113/ Iraq, Malaysia.

114/ Barbados.

115/ Byelorussian SSR, Ukrainian SSR, USSR.

116/ Austria, France, Hungary, Israel, Norway, Pakistan, Sweden.

117/ Norway.

Another step in this direction in the same country is the obligatory instruction in comprehensive schools of boys and girls in domestic science, cooking and child care with the aim of preparing future wives and husbands to share truly their family responsibilities and of making them familiar with domestic science, which is an important aspect of citizenship training. 118/

53. As regards areas in the field of training, the following were mentioned: (a) training of leaders and auxiliary workers in national development activities; 119/ (b) teacher-training; 120/ (c) training of women in homecraft with a view to the education and upbringing of their children; 121/ (d) out-of-school education at workers' and people's universities and adult education. 122/ It was observed by one country in this connexion that, by and large, women do not as yet derive much advantage from accelerated vocational training. 123/

Educational and vocational guidance

54. A few developed countries indicated that women work as career advisers and vocational guidance officers. 124/ One country said that a high proportion of women were expected to be trained in the near future to be manpower counsellors, 125/ but another reported that the participation of women in this area is modest. 126/ The majority of the developing countries declared that educational and vocational guidance is a relatively new area, that it is not yet well developed, but that where it exists women are active in it. 127/ It was also stated that in one country such services are available to both sexes, without any discrimination whatsoever. 128/

55. One country pointed out that its national council of educational research and training considered the following areas of priority in educational research: (a) educational problems of girls between the ages of eleven and seventeen in the rural areas; (b) educational facilities for housewives in urban areas. 129/ In another country, where vocational guidance has been accorded considerable prominence with a view, inter alia, to encouraging girls to choose their occupations on the basis of their abilities and interests and not according to their sex or to prevailing conventions, one aspect of vocational guidance consists of practical vocational experience for a brief period during which pupils are enabled to experiment with at least two different jobs chosen by themselves. 130/

118/ Sweden.

119/ Bolivia.

120/ India, Panama.

121/ Romania.

122/ Sweden, Yugoslavia.

123/ France.

124/ Australia, Canada, New Zealand, Norway.

125/ Canada.

126/ Norway.

127/ Barbados, Ghana, Guatemala, India, Iran, Malawi, Nicaragua, Panama, Philippines, Sierra Leone.

128/ Argentina.

129/ India.

130/ Sweden.

It has also been recommended that vocational advisers should: (a) provide information concerning conditions of pay within different sectors to make girls aware of the fact that conditions "are often worse in a large number of traditional women's occupations than in men's occupations"; (b) provide information on new occupations likely to come into being in the future; (c) provide concrete examples of boys and girls who have gone beyond tradition and ventured into new fields of occupation; (d) take students to actual places of work; (e) acquaint girls with future difficulties which may confront them in the labour market should they finish their education early; (f) discourage the attitude which regards girls' education as a kind of insurance policy which may become useful after they marry in the event of their husbands' death or illness or divorce, since this argument can result in girls forming "inferior occupational ambitions to the boys'". 131/

Health

56. As in the field of teaching, women, in both developed and developing countries, predominate in all phases of nursing, with the exception of work in mental hospitals. The majority of countries which replied stated that nursing is traditionally regarded as a field for women, that women have contributed significantly to this area and that they attain the highest posts. In the field of health, women are also employed as teachers in training schools for nurses, nurses aides, laboratory assistants, physiotherapists, pharmacists, dental and medical technicians and assistants in family planning programmes. With the exception of a few countries, 132/ the number of women doctors and surgeons is, in contrast to the high percentage of nurses, comparatively small. 133/ In some countries, it was said that women doctors mainly specialized in paediatrics, obstetrics and gynaecology. 134/

57. The observation was made by one country that men display little interest in the health and care services (i.e., excepting medicine) because of the low social prestige attached to them and because of the meagre opportunities for advancement. 135/ It was also observed by another country that the medical problems of women, as aspects of maternal welfare and public health, should be given high priority. 136/

Nutrition

58. The majority of developing countries which replied stated that women as dieticians, home economists and nurses are in charge of existing nutritional programmes, whether operated by the Government or run by non-governmental organizations. Malnutrition remains a major problem in some countries; thus, the role of the mother in bringing proper food habits to the home was underscored. 137/ According to one country, this was due to lack of financial resources. 138/ It

131/ Sweden.

132/ Byelorussian SSR, Finland (for dentists only), Poland, Sweden, Ukrainian SSR, USSR.

133/ Canada, Finland, France, India, Malaysia, Mexico, Norway.

134/ India, Iran.

135/ Austria.

136/ Nicaragua.

137/ Ghana, Guatemala, Malaysia, Ivory Coast.

138/ Guatemala.

was also stated that nutrition and home nursing should be a basic aspect of women's education. 139/ One country replied that women dietitians predominate in the profession. 140/

Housing

59. Several countries stated that this is an area in which women play a small role, 141/ or no role at all, 142/ although, as one indicated, they are ultimately the caretakers of homes. 143/ Some countries pointed to the various aspects of housing in which women are known to be active: housing co-operatives; 144/ registration of homes as joint property of husband and wife; 145/ upkeep and cleanliness of the home, neighbourhood and community; 146/ self-help schemes and removal of shanty-towns; 147/ and the selling of real estate. 148/

60. It was noted that, although they are active on the voluntary level in safeguarding the aesthetic and cultural aspects of public housing, women have yet to assert their participation in major planning bodies for housing and urban development as economists, sociologists, architects and town planners. 149/ On the other hand, one country stated that women play a comparatively significant role in the nation's major institute for housing, building and planning, 150/ while another stated that in urban planning women have equal opportunities with men; 151/ another noted that there are employment opportunities for women architects, in government-supported housing as well as in government service; 152/ and a third reported that women make up 52 per cent of the total labour force in housing and communal services. 153/ One country reported that 25 per cent of the students in architecture are women. 154/

Population

61. Some countries stated that the participation of women in family planning was minimal, mainly because the Governments have not yet developed programmes in this field. 155/ One reported that women did not participate in this field. 156/

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- 139/ Dominican Republic.
 - 140/ Canada.
 - 141/ Botswana (urban areas only), Ghana, Guatemala, Iran, Ireland, Nicaragua, Philippines, Sierra Leone, United Kingdom (St. Lucia).
 - 142/ Western Samoa.
 - 143/ Ghana.
 - 144/ Iraq.
 - 145/ Israel.
 - 146/ Israel, United Kingdom (Cayman Islands).
 - 147/ Botswana, Trinidad and Tobago.
 - 148/ Philippines.
 - 149/ Canada, France, Israel.
 - 150/ Mexico.
 - 151/ Argentina.
 - 152/ Austria.
 - 153/ Ukrainian SSR.
 - 154/ Argentina.
 - 155/ Canada, Guatemala, Philippines.
 - 156/ Western Samoa.

Others indicated that women actively participate in family planning programmes as doctors, nurses, midwives, social workers and volunteers. 157/ According to one country, the work of the Family Planning Council is done by women except for medical officers who are men. 158/

62. One country emphasized the important role of women in demanding the abolition of a law which prohibited the sale of contraceptives, the repeal of which (in 1938) led to State support of sex education (part of the curriculum of the compulsory school) and of prophylactic medical counselling, by making grants to adult education organizations. 159/

63. It was also pointed out that in the face of the alarming rate of population growth in another country, what was needed was the development of the natural resources of the country and the provision of more educational and employment opportunities for women. 160/

Conditions and employment of work; social security

64. Several countries signified that women enjoy equal rights with men in the area of employment and conditions of work with respect to equal remuneration, minimum wage, number of working hours, paid holidays, social security benefits, etc. 161/ On the other hand, protective measures for women workers have also been instituted by these countries, such as maternity leave, prohibition of dismissal from work during pregnancy, facilities for working mothers, inspection of places where women work to guarantee that proper facilities exist, prohibition of night work and work that is dangerous and immoral. 162/ Some countries reported that free medical services, plus a broad network of catering establishments, home kitchens, rest homes, laundries, sewing shops, repair shops and miscellaneous service agencies, in addition to the existence of numerous supervised pre-school nurseries, family day nurseries (supervision in private homes), boarding schools and extended-day schools, lighten the burden of working women with family responsibilities. 163/

65. Concerning equal pay for equal work, the majority of countries declared that this principle, embodied in ILO Convention No. 100 (Equal Remuneration for Men and Women Workers for Work of Equal Value), is being observed. On the other hand, the following conditions were reported: that in one country women receive five-sixths of the male scale in government service; 164/ that in another women receive less than men in agricultural field work; 165/ that in another the principle of

157/ Barbados, India, Pakistan, Sierra Leone.

158/ United Kingdom (St. Lucia).

159/ Sweden.

160/ Dominican Republic.

161/ Argentina, Bolivia, Byelorussian SSR, Ceylon, Denmark, Dominican Republic, France, Ghana, Guatemala, Iran, Iraq, Italy, Malaysia, Mexico, Nicaragua, Norway, Panama, Philippines, Sierra Leone, Sweden, Togo, Tunisia, United Kingdom (Cayman Islands), USSR, United States of America, Yugoslavia.

162/ Denmark and Norway indicated that protective measures for gainfully employed women concern only maternity regulations.

163/ Byelorussian SSR, Sweden (which reported the establishment of family day nurseries), USSR.

164/ Botswana.

165/ Malaysia.

equal pay for equal work is observed in big-scale industry, but it is not known whether the same is observed in small-scale industry enterprises; 166/ equal pay exists in the public sector but not in the private sector. 167/ It was also stated by several countries that the low salary scale in which the majority of women are found is not due to discrimination on grounds of sex as such but is caused by the inferior training and education of women which, in turn, results in poor skills, small output and lack of seniority. 168/ The observation was also made that the preference of women for part-time work or work lasting for relatively brief periods "appears to be a factor in their characteristically lower average earnings". 169/

66. In one country the number of families in which both spouses are gainfully employed is continually increasing, so that the situation is being approached where it is normal for a family to have two members earning incomes. 170/ Thus, that country's family policy is closely connected with measures aimed at promoting equality between men and women, and efforts are being made to institute reforms in this field. In the field of taxation, for instance, there is an on-going study concerning the abolition of joint taxation of married couples and its replacement by a system of individual taxation whereby everybody would be assessed according to the same rules, regardless of sex and marital status, in order to avoid the proportionally higher tax levied on the wife's income than would have been the case if she had not been married, and thus encourage women to return to the labour market after spending several years at home. It is also claimed that joint taxation is "by no means the corollary of the provisions of family law concerning mutual maintenance obligations and that married women, who cannot obtain gainful employment, should be helped by the community through the same extensive measures of labour market policy as are available to unemployed men". 171/

67. It was pointed out that the increased life expectancy of women is an important factor in their employment activities. For example, in one country a girl born in 1966 had a life expectancy of 74 years; "for this reason women often prefer to continue in employment into their sixties, beyond the age when they are eligible for retirement pensions". 172/ An analysis of age data in two countries shows that the two periods when women are most likely to work are between the ages of 20 and 29 and between the ages of 45 and 54. 173/ On the other hand, it was indicated by one of these countries that an increase in full-time employment among married women was noticeable, particularly in the age group of from 35 to 50. 174/

68. As regards social security benefits, several countries stated that social security benefits apply to women contributors, wage-earning or voluntary, as well as to non-working wives of contributors. 175/ These would include provisions for

166/ Iran.

167/ Argentina, Denmark.

168/ France, Malaysia, Panama.

169/ United States of America.

170/ Sweden.

171/ Sweden.

172/ United States of America.

173/ Sweden, United States of America.

174/ Sweden.

175/ Argentina, Barbados, Bolivia, Byelorussian SSR, Canada, Ceylon, Denmark, France, Ghana, Iran, Iraq, Malaysia, Mexico, Nicaragua, Norway, Panama, Philippines, Sierra Leone, Sweden, United Kingdom (Cayman Islands), USSR, Yugoslavia.

sickness, disability, maternity benefits, old-age benefits, family allowances and pensions for widows and orphans. On the other hand, one country stated that social security is still non-existent; 176/ another said that the number of women workers benefiting from social security is very low; 177/ one also said that social security in the tribal system, particularly in the rural areas, depends a great deal on the role of women in society; for instance, social services are provided through women's clubs. 178/ It was also observed that domestic workers are not protected by social security. 179/ Yet another reported that there were no separate programmes in this field. 180/

69. Concerning pensions for women workers, two countries stated that in certain industrial occupations the age at which women workers become eligible for old-age pensions has been established at fifty years. In addition, the rates of the pensions received by members of collective farms, as well as by manual and non-manual workers, have been increased. 181/ In another country both men and women who have been gainfully employed between the ages of sixteen and sixty-five are entitled (since 1960) to pension benefits additional to those received through the basic old-age pension scheme, thus entitling women who return to the labour market when their children have grown to pension rights, where formerly the pension rights in private industry were dependent on the person securing his or her position before reaching the age of thirty. 182/

70. One country stated that women and men have equal rights as regards widows' and widowers' pensions, but payments to widowers are less usual because the occupational frequency among women is much lower than men. 183/ In this connexion, another country stated, however, that although its pension scheme provides for widows, there is no corresponding benefit for widowers. 184/ In view of the high employment frequency of widows in this country, as a consequence of its expanded programme to offer retraining and introductory courses for housewives wishing to return to work, some objections have been raised against widows' pensions on the grounds that it is unfair to make social protection of the surviving spouse dependent on which spouse dies.

71. A few countries gave information on the participation of women in the enforcement of labour laws and the administration of social security schemes. In one country, women, because of their limited technical training, are not in the fields of safety inspection or labour standards enforcement. 185/ In two others, 186/ they predominate in the administration of social security, although few attain executive positions; 187/ on the other hand, women have occupied the highest existing posts in this field. 188/

176/ Malawi.

177/ Iran.

178/ Botswana.

179/ Dominican Republic.

180/ Western Samoa.

181/ Byelorussian SSR, USSR.

182/ Sweden.

183/ Norway.

184/ Guatemala, Sweden.

185/ Canada.

186/ France, Nicaragua.

187/ France.

188/ Philippines.

Social welfare

72. The majority of countries replied that women, on the professional and voluntary levels, are very active in this area. 189/ As professionals, women in several countries dominate the social welfare field, and in some of them reach the highest posts. 190/ On the other hand, one country indicated that although women numerically dominate the field, few of them occupy executive posts and become heads of training schools for social welfare. 191/ The same country stated that an increasing proportion of men are entering the field and that in 1966 slightly less than half the full-time students at graduate schools of social work were men. 192/ Several countries remarked on the effectiveness of non-governmental organizations in activities such as fund-raising, obtaining the support of the public for programmes, leadership programmes, adult education and implementing welfare and health projects. 193/

73. Professional social workers in many countries are engaged in the following areas: supervision and administration of homes for under-privileged women, juvenile delinquent institutions, day-care centres, maternity and child welfare centres, sports activities for men and women workers; community development projects; the welfare of the blind; rehabilitation of the handicapped, beggars, vagrants and destitutes; providing probationary services for juvenile delinquents; offering advice and making investigations as regards family relations; adoption of children and aiding victims of disasters.

74. Several countries mentioned that they have institutes to train social welfare professional workers 194/ and that the importance of their professional training and preparation is increasingly acknowledged. 195/

75. The social integration of various ethnic, racial and religious groups within the nation and community was mentioned by several countries as an important task for social workers, as well as for educators. 196/

Social defence (prevention of crime and treatment of offenders)

76. In this field, a number of countries reported that women serve as judges in juvenile delinquency courts; probationary officers; law officers, police officers; supervisors and administrators of juvenile institutions and prisons for women; participants in programmes to eliminate prostitution; researchers in social research centres to study and evaluate personalities of young offenders and find ways of helping them; workers in hostels for ex-prisoners and in institutions for offenders on licence; welfare workers; voluntary visitors. 197/ One Government

189/ Belgium, Barbados, Cameroon, Canada, Congo (Brazzaville), Denmark, France, Ghana, India, Iran, Israel, Malaysia, Mexico, Nicaragua, Norway, Pakistan, Philippines, United Kingdom (St. Lucia).

190/ Australia, Congo (Brazzaville), Guatemala, India, Philippines.

191/ Canada.

192/ Canada.

193/ Barbados, Canada, Ghana, Israel, Malaysia, Pakistan, Singapore, United Arab Republic.

194/ Belgium, Canada, Guatemala, Iran, Mexico, Singapore, Tunisia.

195/ Singapore.

196/ Israel, Malaysia, Singapore.

197/ Barbados, Central African Republic, France, Guatemala, Iraq, Ireland, Malaysia, Malta, Mexico, Nicaragua, Pakistan, Panama, Philippines, Sierra Leone, Singapore, United Kingdom (St. Lucia).

replied that women contribute to the over-all organization for the prevention of crime and the treatment of offenders. 198/

77. There was hardly any indication from the replies received about the percentage of women engaged in social defence; although one country stated that the police force is a field which has attracted an increasing number of female school-leavers. 199/ It was also reported by one country that resignation due to marriage of women police officers has discouraged their further recruitment by the authorities. 200/ The need for more reformatory institutions based on a scientific and organized approach was emphasized by another country. 201/

78. It was observed that prevention of crime is primarily a matter of education and subsistence, so that both society and the family are involved in it. Mothers, wives, together with their husbands, elder sisters and all women social workers can exert a beneficial influence. For instance, in one country 202/ out of the total prison population, 57 per cent was less than thirty years old in 1966; this means that a large number of the prisoners can still be reached and influenced by their families. In this country there are relatively few women among the prison population (3.8 per cent).

Community development 203/

79. Women in several countries play a significant role in this field; in some they comprise the majority of the personnel in community development programmes. 204/ On the other hand, it was stated that their participation is still limited at the policy-making level or in the preparation of development plans, 205/ or that there is little leadership provided by them. 206/ One country reported that voluntary women's organizations are very active and play a significant role in the social structure and in community development. 207/

80. Some countries remarked that women have been effective on the voluntary level and as members of non-governmental organizations. 208/ The areas of community development in which women are active, as professionals and volunteers, include adult education, nutrition, handicrafts, small-scale industry and rural development.

Land reform

81. There was little information available on this subject. A few countries stated that the participation of women in this area was minimal; 209/ two

198/ Australia.

199/ Singapore.

200/ United Kingdom (Cayman Islands).

201/ Panama.

202/ France.

203/ For a fuller treatment of the subject see the report of the Secretary-General in document E/CN.6/473.

204/ Bolivia, Canada, Central African Republic, Dominican Republic, India, Israel, Malawi, Malaysia, Nicaragua, Pakistan, Philippines, Trinidad and Tobago, Zambia.

205/ Canada, Guatemala, Zambia.

206/ Barbados.

207/ United Kingdom (St. Lucia).

208/ Australia, Israel, Malaysia, Panama, Trinidad and Tobago, Somalia.

209/ Malawi, Panama, Philippines.

others reported that it was non-existent; 210/ and yet another said that the problem of land reform does not exist. 211/ One country reported that women benefited only if they were unmarried for otherwise their husbands were the beneficiaries. 212/

82. In one country where widespread land reform has taken place, women have contributed significantly to educating farmers and their wives to understand their new responsibilities and opportunities and to encouraging rural people to take advantage of the new agricultural reforms. 213/ It has been observed that the equitable distribution of landholdings is an important factor in increasing the contribution of women farmers to agriculture and to development in general. 214/ The close relationship between land reform, rural development and community development in one country is evidenced by the fact that the community development programme is administered by the National Land Reform Institute. 215/ Some countries reported that there are no restrictions against women owning and cultivating land. 216/

Co-operatives

83. Women are active in co-operatives, as indicated by some countries; 217/ though one pointed out that they did not take on responsibility in directing or organizing co-operative movements; 218/ in several others, they are just beginning to participate in co-operatives, 219/ or their participation is increasing. 220/ One reported that women did not participate in this field 221/ and yet another said that their participation was rare. 222/

84. The types of co-operatives mentioned which engage the activity of women, as members or employers of these organizations, include consumer co-operatives, agricultural co-operatives, thrift and credit co-operatives, marketing co-operatives, land purchase and rice milling co-operatives, insurance co-operatives, housing and service co-operatives, medical co-operatives, parish co-operatives.

210/ United Kingdom (St. Lucia), Western Samoa.

211/ Sierra Leone.

212/ Guatemala.

213/ Iraq.

214/ Dominican Republic, Guatemala.

215/ Nicaragua.

216/ Malaysia, Mexico.

217/ Barbados, Bolivia, Botswana, Byelorussian SSR, Dominican Republic, Finland, Iran, Israel, Nicaragua, Norway, Romania, Sierra Leone, Sweden, Tunisia, Ukrainian SSR, USSR, United Kingdom (St. Lucia), Yugoslavia.

218/ United Kingdom (St. Lucia).

219/ Central African Republic, Ivory Coast, Panama.

220/ Canada, Malaysia, Philippines.

221/ Western Samoa.

222/ Guatemala. An exception was made in the case of inheritance rights.

85. It was indicated that in one country the earliest co-operatives were organized by women. 223/ In a few others, they occupy positions at all levels, including managerial posts. 224/ On the other hand, women in one country do not play a prominent role in the boards of agricultural co-operatives, because when these co-operatives were first organized at an earlier period women were not expected to be prominent in marketing, farm supply etc.; however, their role in other forms of co-operatives is expanding. 225/ In one country where consumer co-operatives are well established, and where women widely participate in them as members and employers, women are not strongly represented on boards and committees, and the latest survey reveals that they constitute only 14 per cent of the membership of these policy-making bodies, a situation which is said to follow the traditional pattern of placing few women in high positions of trust and responsibility. 226/

86. Women are reported as showing enthusiasm for the co-operative movement for it gives them an opportunity to organize their economic lives more rationally 227/ and provides one of the most effective training grounds for developing leadership in the rural areas. 228/ It has been said that co-operatives in which women participate have contributed significantly in raising levels of living and increasing efficiency in rural areas, 229/ and it is suggested that Governments and international organizations should provide loans and other forms of assistance to train more women in the objectives and techniques of running co-operatives. 230/

87. One effective way by which women can influence policy and decisions has been demonstrated in one country, where women's councils in the agricultural producers' co-operatives encourage women co-operative members to work towards improving the co-operatives, increasing crop and livestock production, participating in various training courses in agriculture and animal husbandry. In addition, these women's councils contribute to the improvement of the working and living conditions of the women co-operative members; their advancement to senior posts; the enforcement of the provisions for the welfare of mothers and children; the proper functioning of day-care centres, maternity centres and other health and social facilities in the village; and the provision of accommodation for season workers. 231/

88. Some countries mentioned that women are also active in trade unions and other professional organizations. 232/

223/ Botswana.

224/ Dominican Republic, Nicaragua, Romania.

225/ Canada.

226/ Norway.

227/ Dominican Republic.

228/ Malaysia.

229/ Sierra Leone.

230/ Dominican Republic, Malaysia.

231/ Romania.

232/ Byelorussian SSR, Finland, Norway, United Kingdom (St. Lucia).

Culture and recreation

89. The pertinent observation was made that the direct participation of women in cultural or recreational activities depends on the time they can spare. 233/ The leisure time of a working woman in one country, 234/ for example, is 4.3 hours a week in the case of single women, and 2.3 hours in the case of married women. Another country indicated that the pressures of daily life do not leave much time to women for cultural and recreational interests. 235/ In addition, the availability of cultural and recreational facilities and incentives also determines the extent of the participation of women; for instance, in the rural areas such facilities are all too often lacking.

90. One country stated that women played quite a large part in this field. 236/ Another stated that women participate in this area in two ways: (a) they participate personally in creative cultural activities, and (b) they participate in the professions which provide the public with facilities and material for culture and leisure. 237/ The majority of the replies gave information about the first aspect. In some countries, for instance, women play an important role in preserving the traditional culture - its customs, values, dances and songs. 238/ In this connexion, it was indicated by one country that there is a sign of cultural awakening among its women, who are beginning to rediscover and appreciate anew their country's cultural values; 239/ some countries said that women are active in both the traditional and modern aspects of culture. Thus they are members of dance, theatrical, musical and literary associations. 240/ There was little indication, however, of how widespread this participation is among the total female population of a country, what social classes benefit from such activities and what cultural incentives are provided to encourage the interest of women in the arts. One country pointed to the existence of influential governmental institutions in dance, drama and painting and to the high percentage of women attending them; it also mentioned that its Social Security Institute sponsors classes in drama in its various urban centres. 241/ Another stated that women participate in the cultural events and activities organized for all workers by the State institutions in conjunction with mass organizations; in towns and villages, they are also active in cultural activities which are of special interest and concern to them and which are sponsored by women's councils in co-operation with other cultural agencies. 242/ It was also said that in several countries the opportunities for cultural development are readily accessible to women. 243/ Still

233/ France.

234/ France.

235/ Sierra Leone.

236/ Western Samoa.

237/ France.

238/ Botswana, Ghana, Malawi, Sierra Leone, Somalia.

239/ Ghana.

240/ Ceylon, Dominican Republic, France, Guinea, Guatemala, Iran, Israel, Malaysia, Malta, Nicaragua, Norway, Panama, Romania, Singapore, United Kingdom (Cayman Islands).

241/ Mexico.

242/ Romania.

243/ Argentina, Byelorussian SSR, Ukrainian SSR, USSR.

another pointed to the catalytic function of non-governmental organizations, including youth clubs, in this field; it also mentioned the ways in which experimental and modern dance and drama can bring about ethnic integration within a country and change traditional attitudes about the subservience of women to men. 244/

91. Concerning women as performing artists, several countries stated that their women artists have gained renown in music, literature, dance, films and the visual arts. 245/ Another commented that, although women participate in all fields of cultural activity, men dominate numerically as performing artists. 246/ One country supplied figures concerning the percentage of women employed in professions connected with cultural activities, which reveal that "women account for 75 per cent of the museum curators and librarians, about 33.6 per cent of the literary writers, 19.6 per cent of the journalists, 39.7 per cent of the performing artists of every kind". In addition, women represent one third of theatre and cinema owners and operators. 247/

92. For recreation, women in several countries engage in sports, athletics, culinary and needlecraft activities, folk dancing, cinema, home improvement etc. 248/ The need to educate and encourage women, in both rural and urban areas, to use their leisure time creatively was stressed; lack of education in this field leads to laziness and bad habits among women, particularly those living in small towns and slum areas. Educational measures in vocational training and the co-operation of civic and religious associations were methods mentioned by which women might be aided in learning how to utilize and budget their time creatively. 249/

93. Hardly any information was received about the extent to which the total female population in a country benefit from recreational activities and what social measures have been instituted to enable women to use their leisure time creatively. One country stated, however, that since 1953 "authorities have given grants for special holidays arranged for housewives by private organizations; these holidays are intended for non-employed housewives with young children who, for financial and social reasons, need help to enable them to take a holiday". 250/ One country also gives grants to organizations which provide holiday camps for children. 251/ In addition, two countries have increased the duration of paid holidays for manual and non-manual workers from twelve to fifteen working days. 252/

244/ Malaysia.

245/ Dominican Republic, Israel, Nicaragua, Panama.

246/ Norway.

247/ France, Guatemala.

248/ Barbados, Botswana, Dominican Republic, France, Ghana, Guatemala, Iraq, Malawi, Norway, Panama, Philippines, Sierra Leone, United Kingdom (Cayman Islands), Western Samoa.

249/ Dominican Republic, Panama.

250/ Norway.

251/ Sweden.

252/ Byelorussian SSR, USSR.

Other areas

94. "Services" was mentioned by several countries as an area in which women are active, although it will be noted that this sector falls under several of the areas discussed above. Two countries included in this area services rendered in retail trade, banking and insurance, domestic work, hotels and restaurants, as well as such important branches of the public sector as education and the medical service, and indicated that, in terms of "sheer numbers", women play a predominant role in this area, but that "this predominance has not resulted in women occupying the best paid and most influential positions within the branches concerned". 253/ Another country limited the area to "personal services", such as those rendered by manicurists, pedicurists, masseuses, beauticians, hairdressers and the like, and indicated that women occupy 60 per cent of all posts in this category, and that in the area of "services proper" (i.e., servants) there are 836,000 women, either in private homes or in enterprises serving private individuals, and that these constitute 88.8 per cent of the category as a whole. 254/ Still another country gave the following percentages for women employed in the above-mentioned "personal services" category: 57 per cent at the managerial level and 73 per cent at the assistant level, 255/ and another stated that about 83 per cent of personal services are "effected by women". 256/ Furthermore, it was reported by another Government that "within the non-productive sectors, the ratio of women in the field of services was 72 per cent in 1941 and women worked in the personal employment of a narrow circle of people; today 53 per cent of those employed in services are women who work in socially organized services designed to lighten the burden of the working masses, such as laundry, dry cleaning etc. 257/

QUESTION 2: To what extent do women participate in the preparation and execution of national development plans?

95. Several countries replied that women are participating in the preparation and execution of national development plans, although there was a variety of answers as to the ways in which women participate in this particular field. This can be explained by the fact that countries have different approaches to development, depending on their economic systems. To add to the variety of answers received, some countries interpreted the participation of women in the "preparation and execution of national development plans" within a broader context and considered it to mean the general role of women in economic and social life in the areas mentioned in question 1 above, rather than their role in the actual preparation and execution of such plans.

96. One country illustrated the methods by which the participation of women in the preparation of national plans is effected. 258/ Autonomous management bodies of enterprises and labour organizations are composed of members directly elected by

253/ Guatemala, Sweden.

254/ France.

255/ Belgium.

256/ Norway.

257/ Hungary.

258/ Yugoslavia.

the collectivities who directly decide on the "utilization of the social product they have created and therefore on the way in which they will meet their present and future needs". The extensive participation of women in these autonomous management bodies is described as being a striking feature; this offers great opportunities for women to assert themselves in the formulation of socio-economic policy. Such bodies adopt independent decisions on all questions of importance relating to their own territory and community, draw up plans, distribute income to the funds for investment and for joint and individual use, etc. Furthermore, women participate in the formulation of socio-economic policy as members of the federal, republic, provincial and communal assemblies. Nevertheless, it was noted that the number of women holding elective posts in these bodies is not yet satisfactory, as it does not reflect the actual contribution of women to society and the extent of their actual occupational activity, 259/ the reason given being that women with family obligations do not have much time to devote themselves to community activities and, because of their domestic responsibilities, are prevented from acquiring the new technical skills which would qualify them to be candidates. 260/

97. Another country remarked that women at the local level exert through their elected women representatives great influence in the preparation of national plans, their suggestions being taken into account and implemented through programmes. 261/ Apart from women in the elective councils, organizations representing women for all walks of life (for example, women trade unionists, rural housewives, women members of co-operatives) discuss national plans, suggest proposals and, when a final plan is adopted, subsequently implement provisions of concern to women.

98. In another country, 262/ economic development plans are drawn up "after lengthy discussions of a technical, economic and social nature, in which experts, government officials, members of Parliament and representatives of the various industries and social bodies give their opinions to the different departments of the General Planning Commission. After approval by the Government, the plan is put to the vote in Parliament, and it thus becomes a sort of planning law (subject, of course, to the necessary corrections)". It was remarked that "it is impossible to distinguish the role of women in the preparation of plans from all the other persons who take part in it". Nevertheless, because so many women in this country are economically active their contribution was incorporated in the projections of the country's Fifth Plan. The General Planning Commission, in this connexion, recommended the elimination of obstacles to the employment of women, in so far as this was compatible with their family responsibilities, and stated that incentives for employment "should be varied according to family status and place of residence". The Commission took note of a "number of possible measures for increasing on a preferential basis the employment of unmarried women, married women with no children or with no infant children, women with vocational skills and women living in areas where the under-employment is high". Lastly, an increase

259/ Yugoslavia. Poland also made this point.

260/ Yugoslavia.

261/ Poland.

262/ France.

of approximately 400,000 full-time women workers is envisaged, and in view of the main objectives of the Fifth Plan (i.e., an annual growth rate of 5 per cent; development of scientific and technological innovations; the development of social and cultural facilities, the establishment of regional development policies), it is expected that women will be more active in vocational training and in skilled and diversified work.

99. Another country, which regularly draws up a national plan, 263/ indicated that "although there are no women members of the National Economic Development Council, many of the Economic Development Committees for particular industries have women members, as do the working groups supporting these committees". Women also "serve on approximately half of the National Economic Planning Councils, and there is a woman member of the National Board on Prices and Incomes". Another country reported that women played an active role in welfare plans to which they attach great importance. 264/

100. Another country reports that planning at the village and district level is encouraged, and local women participate, although still to a negligible extent, in the formulation of plans which are proposed by Village Development Committees right through District, State and National Development Committees. 265/ Complementing this, are the directives issued by the Cabinet through the National Economic Planning Unit to reach the Village Development Committees. In both cases, in the implementation of such national development plans, "the efforts of women or individuals or as members of Development Committees or of Voluntary Organizations are mobilized and co-ordinated in the National and Community Development Programmes by the Ministry of National and Rural Development".

101. In some countries it was stated that women participated in the formulation of plans as members of elective bodies, 266/ and in others as government officials responsible for the preparation and implementation of plans. 267/ For instance, in one country, about 20 per cent of the total technical personnel of the State Planning Organization are women. 268/ In another, women were said not to participate in this field. 269/ Other Governments remarked that the participation of women in national development planning and its implementation is in the main confined to such areas as community development, education, social welfare, health, agriculture 270/ and family planning. 271/ It was also indicated that women participate in the execution of national plans as part of their country's labour

263/ United Kingdom.

264/ Guatemala.

265/ Malaysia.

266/ Ivory Coast, United Kingdom (Cayman Islands).

267/ Barbados, Botswana, Cambodia, Central African Republic, Congo (Brazzaville), India, Iraq, Italy, Libya, Pakistan, Togo, Turkey.

268/ Turkey.

269/ United Kingdom (St. Lucia).

270/ Barbados, Italy, Ivory Coast, Pakistan, United Kingdom (Hong Kong).

271/ Pakistan.

force, 272/ as well as in information programmes about such plans. 273/ Women in some countries are said to participate in this field on equal terms with men. 274/

102. Many countries reported that the participation of women in the preparation of national plans is practically non-existent 275/ or is limited, 276/ despite the fact that women are thoroughly familiar with social problems 277/ and contribute to practically every branch of the employment field. 278/ The reasons given to account for this situation are that (a) they are not organized for this particular type of participation 279/ and (b) they lack the necessary qualifications for planning. 280/ In an attempt to ensure the wider participation of women in the development plans of one country, a bill establishing the National Council on Human Resources provided that the Council should have at least one woman member. 281/

103. Several countries stated that they have no official development plans, although women contribute to the formulation and execution of laws and policies affecting their countries' progress in various ways: (a) as members of elective bodies at the national, provincial and local levels; (b) as members of policy-making committees and commissions; (c) as officials in public administration; (d) as members of trade unions and non-governmental organizations. 282/ It was reported, for instance, that in one country a National Commission on the Status of Women, established in 1961 and composed of both men and women, "recommended ways to improve the status of women and encourage effective participation in national life". A network of similar commissions have been established in fifty States which provide a "quick and ready channel" for all matters of special concern to women. Another important policy which assures women in this country a place in national planning is the requirement that in both the major political parties, there should be a woman co-chairman at every level of the party organization, from the precinct to the national level. 283/ Furthermore, in one country, a National Advisory Council for the Employment of Women has been established by the Ministry of Labour to advise the latter on all matters pertaining to the employment of women and to undertake all suitable measures to promote the employment of women and to encourage them to enter the labour market. 284/

104. The positive role of women's organizations and trade unions, particularly in the field of the employment of women, was remarked upon by several

272/ China, Cyprus, Nicaragua, Nigeria, Panama, Rwanda.

273/ Netherlands (Surinam).

274/ Argentina, Ivory Coast, Mexico, Sierra Leone.

275/ Colombia, Cyprus, Ecuador, Iran, Malawi, Malta, Mauritania, Panama, Philippines.

276/ Ghana, Guinea, Kenya, Nicaragua, Nigeria, Western Samoa.

277/ Colombia.

278/ Ecuador.

279/ Mauritania.

280/ Ghana, Kenya.

281/ Nicaragua.

282/ Canada, Finland, Netherlands, New Zealand, Norway, United States of America.

283/ United States of America.

284/ New Zealand.

countries. 285/ One also added that women's non-governmental organizations have rendered a great deal of assistance to development programmes in developing countries and, in addition, have collaborated in the preparation of such programmes, particularly in the fields of nutrition and education. 286/ It might be noted, in this connexion, that some developing countries have also acknowledged the effective role of women's non-governmental groups in bringing to the attention of Governments the priorities which must be accorded in development and in executing their own programmes in many areas of economic and social life. 287/

105. Despite the opportunities which exist in several countries for women to participate in making decisions regarding priorities, financial allocations and measures to be undertaken in various national programmes, some noted that a very small number of women actually take part in this field at the policy-making and executive levels. 288/ It was observed, in this connexion, that in public commissions and committees which serve as important advisory groups, less than 7 per cent of the members of such committees and councils in 1964 were women, and women held only about 1 per cent of the chairmanships. 289/ It was also stated by one country that a very small number of women participate in the field of regional planning as economists, statisticians, finance officers, rural sociologists and in other similar capacities. 290/

B. Areas of economic and social development where women's role might be increased

QUESTION 3: What economic and social areas are considered to be of special importance for national development at the present stage? What priorities between these areas have been established in national development plans or programmes?

106. Some countries indicated in their replies that their goals for development encompassed all areas of national life, 291/ that the national policy aimed at achieving a balanced advance on as broad a front as possible, 292/ and that several economic and social areas would be developed simultaneously, in so far as financial and human resources would allow. 293/

107. Several countries emphasized that maintaining full economic growth, improving the levels of living of their citizens, and promoting full employment were being accorded priority. 294/ In this connexion, some Governments indicated that, in

285/ Finland, New Zealand, Sweden.

286/ Austria.

287/ Dominican Republic, Rwanda, United Arab Republic.

288/ Austria, Canada, Finland, New Zealand, Norway.

289/ Norway.

290/ Canada.

291/ USSR, Yugoslavia.

292/ United Kingdom (Hong Kong).

293/ Norway.

294/ China, Cyprus, Finland, Ghana, Netherlands, USSR, United Arab Republic, United States of America, Yugoslavia.

order to achieve economic development, priority was being accorded to economic rather than to social areas. 295/ On the other hand, it was pointed out that programmes should be co-ordinated in such a way that economic development would support social development, and the new forces released by social development should be, in turn, utilized to foster economic development. 296/

108. Some of the general methods mentioned as being used to achieve economic growth and full employment were expansion of industry and agriculture, 297/ making full use of scientific and technological achievements; 298/ emphasis on equal opportunity and the elimination of poverty, 299/ strengthening the role of producers' and workers' organizations; 300/ convertibility of the national currency, by modernizing the economy and creating suitable conditions for wider participation in the international division of labour, by means of various forms of economic co-operation with foreign countries, and by elimination of the tendency towards self-sufficiency in the structure of the national economy; 301/ making structural changes in the labour market, such as a reduction of employment in agriculture, forestry and fisheries, and a corresponding expansive development of service occupations, such as commerce, education, health services; 302/ a satisfactory balance of payment and price stability; 303/ redistribution of income; 304/ wage increases; 305/ and accumulation of savings and local capital. 306/

109. The view was expressed by some Governments that it was difficult to state, in precise terms, the areas of priority in economic and social development. 307/ The majority, however, indicated in their replies that primary importance was given to certain sectors.

110. In the economic field, agriculture was given high priority by a number of countries. 308/ It was stated that in some countries a very large percentage of the population was dependent on agriculture, yet it was a sector with the lowest productivity. 309/ Consequently, as noted by some Governments, there was a need to strive for self-sufficiency in food; 310/ to increase the production

295/ China, Cyprus.

296/ China.

297/ China, Guatemala, Somalia, USSR, Western Samoa.

298/ USSR, Yugoslavia.

299/ United States of America.

300/ Yugoslavia.

301/ Yugoslavia.

302/ Norway.

303/ Netherlands.

304/ Netherlands, Yugoslavia.

305/ USSR, Yugoslavia.

306/ Barbados, Trinidad and Tobago.

307/ Canada, Yugoslavia.

308/ Barbados, Central African Republic, Ceylon, Congo (Brazzaville), Cyprus, Dominican Republic, Ghana, Iran, Kenya, Libya, Malawi, Malaysia, Mauritania, Netherlands (Surinam), Philippines, Poland, Sierra Leone, Trinidad and Tobago, Togo, Turkey, USSR, United Kingdom (Cayman Islands), United Kingdom (Seychelles), United Republic of Tanzania.

309/ Mauritania, Trinidad and Tobago.

310/ Ceylon, Philippines.

of rural workers; 311/ and to reduce the dichotomy between peasant agriculture and plantation agriculture. 312/ In order to achieve these goals, various replies noted that agriculture should be modernized and diversified; 313/ land reform and land settlement schemes should be instituted; 314/ co-operative villages should be organized in order to reduce the number of individual farms operating at subsistence farming level and establish large farm enterprises; 315/ and agriculture should provide the raw materials for industry. 316/ The other branches of agriculture given importance by some countries were animal husbandry, 317/ fishing, 318/ forestry and mining. 319/ It was also added that improving the methods of marketing agricultural products should be given attention. 320/

111. Industrial development was also accorded high priority in the economic field by a number of countries. 321/ It was stated that there was a need to diversify industry, in order to meet the competition in the international market, and that priority should be given to industries which utilized indigenous materials. 322/ Emphasis was also placed on expansion of both primary and secondary industries to assist in the balance of payments, 323/ production for export and import substitution; 324/ improvement of the industrial capacity and modernization of techniques; 325/ the promotion of locally made products and new industries through trade fairs; 326/ expansion of chemical and machine-building industries; 327/ and development of small and medium-sized industries. 328/

112. Some countries indicated that they were giving priority to measures closely related to increasing agricultural and industrial productivity, such as the development of the infrastructure, including the building of roads and highways and the expansion of air travel; 329/ the improvement of the communications

311/ United Republic of Tanzania.

312/ Trinidad and Tobago.

313/ Trinidad and Tobago, Turkey.

314/ China, Malaysia, Trinidad and Tobago.

315/ United Republic of Tanzania.

316/ Netherlands (Surinam).

317/ Mauritania, Poland, Somalia.

318/ United Kingdom (Cayman Islands and Seychelles).

319/ Congo (Brazzaville), Netherlands (Surinam).

320/ Ghana.

321/ Barbados, Ceylon, Colombia, Cyprus, Dominican Republic, Ecuador, Iran, Mauritania, Netherlands (Surinam), New Zealand, Nicaragua, Philippines, Poland, Singapore, Trinidad and Tobago, Togo, Turkey, USSR, United Kingdom, United Republic of Tanzania, Yugoslavia.

322/ Singapore, Trinidad and Tobago.

323/ New Zealand.

324/ United Kingdom.

325/ Yugoslavia.

326/ Singapore.

327/ Poland.

328/ Mauritania.

329/ Kenya, Libya, Netherlands (Surinam), Nicaragua, Philippines, Trinidad and Tobago, United Republic of Tanzania.

system; 330/ the development of electrical power 331/ and water supply; 332/ drainage and reclamation of swamps for industrial and housing purposes; 333/ the development of natural resources, 334/ the economic development of depressed regions to reduce inequalities and to create more jobs in less industrialized areas, 335/ and a constructive policy of decentralization through district planning to ensure that the natural resources of the country will give the best possibilities for working life and recreation. 336/

113. Other areas in the economic field which were said to deserve priority were trade and commerce 337/ and tourism. 338/

114. As regards the social aspects of development, the majority of countries accorded very high priority to education. 339/ The areas of education which were thought to be in need of particular attention were the elimination of illiteracy; 340/ fundamental education, 341/ citizenship education; 342/ adult education, which should be related, *inter alia*, to the aims of national development, the education of women as wives and mothers and the improvement of family relations; 343/ agricultural education, 344/ a satisfactory preparation for the working lives of working people in the right areas and at the proper levels of vocational education; 345/ raising educational standards and instituting educational reforms, 346/ the expansion of higher and specialized education; 347/ training and retraining of skilled manpower in step with changing scientific and technological achievements; 348/ the changing and improvement of attitudes of people with respect to their willingness and ability to work for national development, 349/ their appreciation of locally made products, 350/

330/ Trinidad and Tobago.

331/ Kenya, New Zealand.

332/ Kenya.

333/ Trinidad and Tobago.

334/ Netherlands (Surinam), United Kingdom (Cayman Islands).

335/ Canada, Finland, Yugoslavia.

336/ Norway.

337/ Ghana, Sierra Leone, Singapore, Togo.

338/ Barbados, Cyprus, Singapore, United Kingdom (Cayman Islands and Seychelles).

339/ Austria, Barbados, Bolivia, Botswana, Cambodia, Canada, Central African Republic, China, Colombia, Congo (Brazzaville), Cyprus, Dominican Republic, Finland, Ghana, Guatemala, Iran, Ivory Coast, Libya, Malawi, Mexico, New Zealand, Nicaragua, Norway, Panama, Philippines, Sierra Leone, Singapore, Somalia, Togo, Trinidad and Tobago, Tunisia, Turkey, USSR, United Arab Republic, United Kingdom, United Republic of Tanzania, Yugoslavia.

340/ Dominican Republic, Mexico, Tunisia.

341/ Iran.

342/ Singapore.

343/ Barbados, Dominican Republic, Tunisia, United Republic of Tanzania.

344/ Ivory Coast, Trinidad and Tobago, Tunisia.

345/ Finland, Norway.

346/ Bolivia, Libya.

347/ Finland, USSR.

348/ Austria, Canada, Yugoslavia.

349/ Trinidad and Tobago, United Republic of Tanzania.

350/ Trinidad and Tobago.

the elimination of racial discrimination, 351/ and a re-evaluation of the roles of men and women in society. 352/ Other areas in the educational field which were given importance were teacher training 353/ and the construction of schools. 354/

115. Several countries also accorded the fields of health high priority. 355/ It was stated that importance was being given to the following: the improvement of public health and preventive medicine, 356/ including attention to venereal diseases and maternal and child health; 357/ nutrition; 358/ the enlargement of health and medical services, 359/ including those in the rural areas; 360/ psychological hygiene to facilitate the cure of persons with psychological handicaps; 361/ environmental hygiene, 362/ including the conservation of nature and facilities for open-air life; 363/ and the increase of sickness benefits. 364/

116. The area of social welfare was considered an important aspect for social development by several countries. 365/ The priorities in this area considered to be of importance were the expansion and development of social welfare services; 366/ the care of children and the stability of the family, including the establishment of centres for the care of children; 367/ the establishment of programmes for youth, such as the formation of youth clubs and schemes to help young people use their leisure time creatively; 368/ rehabilitation of the handicapped; 369/ and social defence. 370/ It was indicated that, because of the high priority given to social welfare and because of the shortage of trained professionals in this field, the professional training of the social worker at appropriate institutions was important. 371/

117. Closely connected with social welfare, is the area of social security. Several countries stated that their national policies aimed at a more comprehensive system of social security. 372/

351/ United States of America.

352/ Sweden.

353/ Trinidad and Tobago.

354/ New Zealand, Philippines, United Kingdom (Cayman Islands).

355/ Austria, China, Dominican Republic, Guatemala, Ivory Coast, Libya, Mexico, Norway, Somalia, Togo, USSR, United Arab Republic, United Kingdom, United Kingdom (Cayman Islands).

356/ China, Norway, USSR.

357/ Dominican Republic.

358/ Ghana.

359/ Libya, USSR.

360/ Austria, United Kingdom (Cayman Islands).

361/ Norway.

362/ China.

363/ Norway.

364/ USSR.

365/ Austria, Byelorussian SSR, China, Cyprus, Finland, Ghana, India, Ivory Coast, Libya, Mexico, Norway, Pakistan, Togo, USSR.

366/ China, Finland, India.

367/ Barbados, Byelorussian SSR, Libya, Pakistan, USSR.

368/ Libya.

369/ Norway, Pakistan.

370/ Panama, Togo.

371/ Austria, Pakistan.

372/ Canada, China, Cyprus, Finland, Sweden, USSR.

118. It was stated by one country that one of the greatest social problems, upon whose solution depended the people's level of living and the degree of their participation in the national economy and culture, was housing. 373/ It was further observed by another country that, with increasing population, the growing migration from rural to urban and suburban areas and the consequent overcrowding, the need for increased housing had become acute. 374/ Several countries indicated in their replies that housing was receiving priority in national development. 375/ Some of the activities undertaken in this area are expansion of housing construction programmes, 376/ including those in rural areas; 377/ research and information in order that more efficient building activity can be undertaken, 378/ the provision of home-making loans and family housing allowances, 379/ schemes for low-cost housing; 380/ slum clearance; 381/ and town and country planning. 382/

119. Urban and community development was given high priority by some countries. 383/ One country declared that, in order to raise the levels of living of low-income groups and to help them adjust to the pressures and demands of urbanization, community development programmes had become fairly important. 384/ Some countries indicated that the strengthening of institutions which would help sustain and support community development was important, such as co-operatives, 385/ land reform 386/ and local government. 387/

120. Another area which has been accorded priority by some countries is the field of population and family planning. 388/ One Government reported that it had recognized the need to moderate the rate of population growth and stabilize it at a level consistent with the requirements of the national economy; for this purpose it had instituted a nation-wide programme of family planning as part of the maternal and child care services of its department of health. 389/

121. In the field of government, one country stated that it was giving priority to the development of better intergovernmental relations within the nation, 390/ and another declared that it considered important the promotion of local self-government and the maintenance of law and order. 391/

373/ USSR.

374/ Trinidad and Tobago.

375/ Austria, Barbados, China, Dominican Republic, Ghana, Mexico, New Zealand, Norway, Poland, Singapore, Trinidad and Tobago, Sweden, USSR.

376/ China, New Zealand, Norway, Poland, Trinidad and Tobago, USSR.

377/ Austria.

378/ Norway.

379/ Sweden, Trinidad and Tobago.

380/ Trinidad and Tobago.

381/ Trinidad and Tobago.

382/ Cyprus.

383/ Bolivia, Canada, Malaysia, Pakistan, Togo, Tunisia, United Republic of Tanzania.

384/ Pakistan.

385/ China, United Republic of Tanzania.

386/ China, Malaysia, Trinidad and Tobago.

387/ China.

388/ Barbados, Ceylon, China, Singapore.

389/ Ceylon.

390/ Canada.

391/ China.

QUESTION 4: In which economic and social areas of special importance to the country's over-all national development is it considered that women could make a greater contribution? At what levels of responsibility?

122. Several countries expressed the view that women could make a greater contribution in most fields of economic and social development. 392/ One Government made the observation that, although State plans did not usually include special provisions for women (although they envisaged special measures for making their working and living conditions easier), the over-all measures carried out in accordance with plans for the development of all spheres of a national life also helped to strengthen the role of women in the national economy and cultural life. 393/ According to one country, there is no reason why women should not participate actively and at all levels of responsibility in the whole spectrum of development. 394/

123. Some countries indicated that, as a source of manpower, women, including married women, 395/ were becoming increasingly important. 396/ Several stated that more women should enter the professions dealing with science and technology; 397/ law, 398/ including marriage and family law; 399/ economics; statistics; manpower counselling, and engineering. 400/ One country drew attention to the opportunities for women offered by the tertiary activities (services, tourism, the hotel industry, handicrafts etc.); 401/ another observed that women could contribute more and assume greater responsibility in the social, rather than the economic, field. 402/

124. Several countries replied that women could make a greater contribution at all levels, in accordance with their qualifications and competence. 403/ In this connexion one country drew attention to the importance of creches and day-care centres for children. 404/ Another objected to the distinction that is made between "male" and "female" occupations. 405/ Attention was also drawn by some Governments to the importance of women's role at the intermediate and middle levels, 406/ and a number of other countries emphasized the need for women to

392/ China, Ecuador, Guatemala, Ireland, Malta, Nigeria, Pakistan, Sierra Leone, Singapore, Togo, Tunisia, United Kingdom (Seychelles and Hong Kong), Yugoslavia.

393/ USSR.

394/ Western Samoa.

395/ United Kingdom.

396/ Argentina, China, United Kingdom, Yugoslavia.

397/ Finland.

398/ Finland, United States of America.

399/ Austria.

400/ Canada.

401/ Yugoslavia.

402/ United Arab Republic.

403/ Bulgaria, China, Pakistan, Sierra Leone, Yugoslavia.

404/ Bulgaria.

405/ Belgium.

406/ Barbados, Kenya, United Republic of Tanzania.

make a greater contribution at the senior levels, since women occupying executive posts represented a small minority. 407/

125. As regards specific sectors of economic development, agriculture was accorded "very high" and "high" priority by several countries, 408/ and the important role of women in this area was recognized. It was observed in one reply, however, that, although rural women worked arduously on their farms and their homes, their contribution could not be measured in strict economic terms because of their lack of professional training in agriculture; 409/ it was also suggested that men should be educated to recognize that the contribution of women to agriculture was of vital importance to the solution of socio-economic problems. 410/ The need to lighten the burden of rural women by improving rural conditions was stressed in one reply. 411/ One Government pointed out that agriculture was one of the best areas in which the role of women might be increased, since agricultural activities would help to give stability to family life and diminish the migration to urban communities, which led to the neglect of agriculture. 412/ The other areas in agriculture which were mentioned as being important to women were animal husbandry, 413/ silkworm culture; 414/ dairy agriculture; 415/ food technology; 416/ technical training, 417/ and improved methods of marketing. 418/

126. There was general reference by some countries to the desired increase of the role of women in industry; 419/ a few others specified that women could be effective in light industry; 420/ the fruit and flower industry 421/ and textile designing. 422/ One country referred to the need for women to be technically trained in the industrial field, 423/ and another indicated that their industrial training for middle management and administrative posts in factories should receive priority. 424/ A number of countries replied that women could be particularly effective in cottage and small-scale industries. 425/ It was

407/ Australia, Canada, Colombia, Finland, Guatemala, Norway, Poland, United Kingdom, United States of America.

408/ Central African Republic, Cyprus, Ecuador, Ghana, Ivory Coast, Kenya, Libya, Malawi, Malaysia, Pakistan, Philippines, Poland.

409/ Ecuador.

410/ Ecuador.

411/ Ivory Coast.

412/ Libya.

413/ Central African Republic, Malaysia.

414/ Central African Republic.

415/ Pakistan.

416/ Philippines.

417/ Central African Republic, Ecuador, Ghana, Poland.

418/ Ghana.

419/ Bulgaria, Ecuador, Ivory Coast, Panama, Poland.

420/ Philippines.

421/ Colombia.

422/ Pakistan.

423/ Poland.

424/ Barbados.

425/ Barbados, Bolivia, Colombia, Cyprus, Ecuador, Ghana, Ivory Coast, Libya, Malaysia, Mauritania, Trinidad and Tobago, United Republic of Tanzania.

observed in one reply that they could be gainfully occupied through home industries. 426/ The products of such industries, it was said, in another reply, could cut down on government expenditure on commodities. 427/

127. Several countries indicated that the role of women should be increased in commerce 428/ and finance. 429/ It was stated that, although women were active in the retail trade and marketing, they needed to learn how to organize and rationalize the process of marketing food and other commodities. 430/ One country replied that there should be more women accountants and business machine operators; 431/ another thought that there should be more women economists and statisticians. 432/ It was pointed out that women should participate to a greater extent in the administration of public and private funds, 433/ including those used for political purposes, 434/ because they had been found to have a special ability for this work. 435/ An area related to commerce and in which it was thought that women should play a greater role was tourism. 436/

128. Several countries declared that women should participate more fully in the preparation and execution of national development plans, 437/ particularly at the highest levels and with respect to such areas as female and child health, women's education and training, employment for women. 438/ In addition, another reply stated that national development plans must aim at a fuller and more effective participation of women in development. 439/

129. With respect to the social aspects of development, a fuller participation of women in the field of education was accorded high priority by a number of countries. 440/ The following areas were mentioned as those requiring particular attention: adult education, including such matters as the changing of attitudes, hygiene, home economics, and emphasis on the value of the family as a social

426/ Colombia.

427/ Ghana.

428/ Bulgaria, Canada, Dominican Republic, Ghana, Iraq, Ivory Coast, Togo, United States of America.

429/ Canada, Colombia, Ivory Coast, Nicaragua, United States of America.

430/ Ghana, Ivory Coast.

431/ United States of America.

432/ Canada.

433/ Nicaragua.

434/ Colombia.

435/ Nicaragua.

436/ Singapore, United Kingdom (Seychelles).

437/ Canada, Dominican Republic, Ecuador, Mauritania.

438/ Mauritania.

439/ Ecuador.

440/ Australia, Austria, Barbados, Bolivia, Canada, Central African Republic, Colombia, Congo (Brazzaville), Dominican Republic, Finland, Iraq, Ivory Coast, Libya, Malawi, Malaysia, Mauritania, Mexico, New Zealand, Nigeria, Panama, Somalia, Trinidad and Tobago, Turkey, USSR, United Kingdom, United States of America.

unit; 441/ specialized training at the secondary level; 442/ vocational education to qualify women for different fields of employment; 443/ retraining after prolonged interruption of professional life; 444/ training for administrative careers; 445/ political education 446/ legal education; 447/ preparation for the highest levels of responsibility. 448/ Mention was also made of the important role of women as teachers. 449/ One country noted that, although women might receive education, if no responsibility was given to them, their education might not be used in benefiting the community. 450/

130. The role of women in the area of health was also accorded priority by several countries, 451/ and the active part played by women as nurses, midwives and volunteers was emphasized in some replies. 452/ An area related to health in which the role of women was considered important by some countries was nutrition. 453/

131. The part which women play in social welfare was considered important by several countries. 454/ It was stated that, because of their great resourcefulness and civic consciousness, 455/ women would be particularly effective in child care, 456/ youth programmes 457/ and the care of the aged. 458/ It was also pointed out that women were successful as social welfare and social security administrators, 459/ and to this end, universities should provide professional training for social welfare workers. 460/

132. Several countries considered that women could make an important contribution to community development. 461/ It was stated by one country that community development was one method of increasing the role of women in national

441/ Malawi, Malaysia, Trinidad and Tobago, Turkey.

442/ Bolivia, Nigeria.

443/ Canada, Finland, Libya, Turkey.

444/ Austria.

445/ Central African Republic.

446/ Malaysia.

447/ Bolivia.

448/ Colombia.

449/ New Zealand, United Kingdom.

450/ Colombia.

451/ Bolivia, China, Colombia, Dominican Republic, India, Iran, Malaysia, Netherlands (Surinam), Panama, Poland, Somalia, United Kingdom, United Kingdom (Cayman Islands), United States of America.

452/ Dominican Republic, India, United Kingdom.

453/ Malaysia, Netherlands (Surinam).

454/ Austria, Barbados, Canada, China, Cyprus, Dominican Republic, Iran, Iraq, Ivory Coast, Netherlands (Surinam), Nicaragua, Nigeria, Pakistan, Poland, Somalia, United Republic of Tanzania, United Kingdom, United States of America.

455/ Nicaragua.

456/ Austria, Barbados, Netherlands (Surinam), Nigeria, Poland, United States of America.

457/ Pakistan.

458/ Poland.

459/ Canada.

460/ Dominican Republic.

461/ Bolivia, Central African Republic, China, Ecuador, Pakistan, United Republic of Tanzania, Zambia.

development; 462/ they could, for instance, be useful in self-help schemes and in resettlement and urban development schemes. 463/ One country specified that the role of women in community social services should be increased. 464/ Closely related to community development is the establishment of co-operatives, which several countries thought was an important area in which women should participate. 465/ Another related field in which several countries considered the contribution of women important was home economics. 466/

133. Several countries also recognized the importance of the role of women in the field of housing. 467/ One reply indicated that the participation of women in this area would help bring about moral stability and physical health to the family. 468/ Their increased participation in the field of architecture 469/ and local home ownership schemes was also mentioned. 470/

134. Some countries stated that the participation of women in the field of family planning was of particular importance. 471/ It was stated that women could help keep alive popular interest and discussion on family planning and family planning methods. 472/ In addition, one country expressed the view that women needed to be more involved at the planning level in this field. 473/

135. Government service at both the local and national levels was mentioned by several countries as an area in which women could make a greater contribution. 474/

136. Finally, the participation of women in non-governmental organizations was given importance by some countries. 475/ It was stated that such groups were useful in representing the interests of women, 476/ in social and educational work 477/ and in fund-raising. 478/ One country noted that the co-ordination and mobilization of women's groups was important. 479/

462/ Ecuador.

463/ Zambia.

464/ Bulgaria.

465/ China, Libya, Malaysia, Trinidad and Tobago, Zambia.

466/ Cyprus, Dominican Republic, Iran, Libya.

467/ Canada, Dominican Republic, Netherlands (Surinam), New Zealand, Trinidad and Tobago.

468/ Dominican Republic.

469/ New Zealand.

470/ Trinidad and Tobago.

471/ Barbados, Ceylon, Malaysia.

472/ Ceylon, Malaysia.

473/ Barbados.

474/ Austria, Colombia, Ecuador, Finland, Zambia.

475/ Austria, Barbados, India, Malaysia, Trinidad and Tobago.

476/ Austria.

477/ Trinidad and Tobago.

478/ Barbados.

479/ Malaysia.

QUESTION 5: In each of the areas mentioned in the reply to question 3, would the Government regard projects designed to increase the contribution of women to development as:

- (a) crucially important;
- (b) important;
- (c) not important?

137. Several countries stated that their views on this question had already been expressed in their replies to question 3 above. 480/

138. Of those which specifically replied to question 5, several observed that in an evolving society such as theirs, the question of any field not being important for the participation of women did not arise, although the degree of priority accorded to various programmes must depend on their immediate importance to the nation. 481/ One country stated that this was particularly the case because women were in the majority. 482/ In addition, another country remarked that, in the long-term view, over-all social, vocational and rural development undertaken on a broad national scale was a catalyst for raising the status of women, and indicated its willingness to assist developing countries in the "critically important" field of the advancement of women. 483/ Still another country stated that it accepted the fundamental policy that investment in human resources was necessary for economic and social development and recognized that the advancement of women would yield positive results for national progress. 484/ Furthermore, one country indicated that because of its lack of labour in most areas and because women represented a partially untapped source of manpower, it was considered that to engage women in all fields of labour was of the greatest importance. 485/ In this connexion, another country reported that in its current five-year plan, which had set the goal of creating 1.5 million new jobs, 43 per cent of the newly employed would be women. 486/

139. Several countries indicated that they considered projects designed to increase the contribution of women as crucially important. 487/ One expressed the view that no aspect of women's participation in national life could be considered unimportant. 488/ The areas in which the contribution of women was regarded as "crucially important" or of "great importance" were agriculture, with emphasis on the need to increase their rate of productivity through

480/ Cambodia, Central African Republic, Ivory Coast, United Kingdom (Hong Kong and Seychelles).

481/ Guatemala, Malaysia, Somalia, Western Samoa.

482/ Guatemala.

483/ Israel.

484/ Nigeria.

485/ Norway.

486/ Poland.

487/ India, Israel, Malawi, Malaysia, Mexico, Nigeria, Norway, Pakistan, Togo, Tunisia, United Arab Republic, United Kingdom (Cayman Islands), United Republic of Tanzania.

488/ Pakistan.

education, and the need to ease their domestic burdens; 489/ education and training, 490/ including an educational policy for women that should benefit all areas of public activity, 491/ refresher and retraining courses, 492/ training for nurses and health workers, 493/ professional social workers, 494/ typists and secretaries 495/ and carpet weavers; 496/ social welfare, 497/ including child welfare, 498/ and the establishment of organizations and institutions which would help solve social problems; 499/ health, 500/ including the extension of health services, 501/ nutrition 502/ and the prevention and cure of gynaecological diseases; 503/ family planning; 504/ community development; 505/ co-operatives; 506/ improvement of family housing construction; 507/ commerce; 508/ industry; 509/ and government service. 510/

140. Several countries stated that they considered the contribution of women to "all" or to "some" areas of development as "important". 511/ One country replied that the only area where the participation of women was regarded as important, in the sense that its Government was prepared to recruit and train substantial numbers of women professional workers, was the area of national manpower policy; in the other areas the participation of women was regarded as "desirable". 512/ Another country said that women were actively participating in its Government's training programmes aimed at eliminating poverty and discrimination. 513/

141. The areas in which the contribution of women was judged "important" were education, 514/ including adult education 515/ and vocational and technical

489/ Kenya, Iran, Ivory Coast, Libya, Malaysia, Poland.

490/ Austria, Iran, Iraq, Libya, Malaysia, Mauritania, Nigeria, Norway.

491/ Norway.

492/ Austria.

493/ Mauritania, Nigeria.

494/ Mauritania, Pakistan.

495/ Mauritania, Nigeria.

496/ Mauritania.

497/ Barbados, China, Dominican Republic, Iraq, Kenya, Pakistan.

498/ Barbados, China, Pakistan.

499/ Dominican Republic.

500/ Dominican Republic, Iran, Libya.

501/ Libya.

502/ Barbados, Malaysia.

503/ Dominican Republic.

504/ Barbados, Malaysia.

505/ Malaysia, Pakistan.

506/ Malaysia.

507/ Austria.

508/ Nicaragua.

509/ Nicaragua.

510/ Nicaragua.

511/ Botswana, Cyprus, Finland, Ghana, Ivory Coast, New Zealand, Philippines, Poland, Sierra Leone, Singapore, Trinidad and Tobago.

512/ Canada.

513/ United States of America.

514/ Dominican Republic, Finland, New Zealand, Poland.

515/ Dominican Republic.

education; 516/ industry, 517/ including middle management for industry; 518/ agriculture; 519/ health and nutrition; 520/ housing; 521/ community development; 522/ the provision and raising of funds for social projects; 523/ family relationships; 524/ and art and literature. 525/

142. A few countries indicated that the contribution of women to national development was not considered important, 526/ that in the spheres of rural production, the development of the secondary sector and training of cadres there were few projects which involved the contribution of women to over-all development 527/ and that there was little evidence of real support, aside from support for co-operatives, to implement the Government's programme to mobilize women and increase their contribution to national development. 528/ One country pointed out that special projects designed to increase the contribution of women to development did not exist since the opportunities for both men and women were equal. 529/

C. Problems to be overcome

QUESTION 6: What problems have been encountered, or might be anticipated, in the implementation of measures designed to increase women's contribution to national economic and social development?

In replying, problems may be classified into:

- (a) Problems related to national economic and social development; and
- (b) Problems related to the status of women.

143. The purpose of classifying the problems to be overcome into (a) and (b) above was to provide a framework for examining such problems: the close interrelationship between the two, however, should be stressed. One country pointed out that it had dealt with problems relating to the status of women within the context of national development. 530/ Another expressed the view that special reforms affecting women must be so designed "as to encourage the full integration

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- 516/ Finland, Poland.
 - 517/ Barbados, Dominican Republic.
 - 518/ Barbados.
 - 519/ Dominican Republic.
 - 520/ China.
 - 521/ Dominican Republic.
 - 522/ China.
 - 523/ Dominican Republic.
 - 524/ Barbados.
 - 525/ Barbados.
 - 526/ Colombia.
 - 527/ Mauritania.
 - 528/ Zambia.
 - 529/ Congo (Brazzaville).
 - 530/ Yugoslavia.

of women into all facets of society", it also added that it was essential to keep this aim clearly in mind, "as the risk otherwise arises that special action on behalf of women may serve to entrench a traditional division of labour, which in the long view will hinder the practical achievement of equality between the sexes". 531/

144. One of the problems said to be encountered at the national level concerned the approach to development. One country declared that national development was a very new policy, first adopted after the recent discovery of economic resources; 532/ another stated that it lacked the capital to implement its development plan and the obtaining of funds remained a major obstacle, with the result that keen competition among sectors for budgetary allocations arose; 533/ another observed that there was a lack of understanding about the interrelationship of the economic and social aspects of development, and that there was a tendency to approach development on a sectoral basis, a situation which demanded a clarification of the goals and objectives of development on a realistic basis. 534/ On the other hand, one country stated that it had over the past decades encouraged the regional development of industry, the success of which would result in the improvement of the living and cultural standards of local women and their increased participation in national life. 535/

145. Another problem said to be encountered at the national level was the lack of education and training among women. 536/ According to one country, women did not avail themselves of higher education despite equality of opportunities. 537/ One country indicated that education must be reviewed at all levels to ensure that the training given to its citizens, particularly the young, was appropriate and up to date, and noted that political interference in university life constituted a real obstacle. 538/

146. Other general problems mentioned were: (a) a new division of work in agriculture between men and women, owing to the changes brought about by mechanization; 539/ (b) the need to integrate the various ethnic groups within the nation, 540/ a task demanding new ideas and the willingness to experiment; 541/ (c) the disruption of the family, and the lack of legislation dealing with such matters as common-law wives and unmarried fathers; 542/ (d) the need to relate the role of youth to national development and to enable them not to be overcome by prevailing social and political changes; 543/ (e) ignorance of systems and methods of enforcing rights and duties connected with the family, work, professional activities, government service, etc. 544/

531/ Sweden.

532/ Libya.

533/ Nigeria.

534/ Philippines.

535/ Yugoslavia.

536/ Bolivia, Botswana, Libya.

537/ Australia.

538/ Bolivia.

539/ Austria.

540/ Netherlands (Surinam), Singapore.

541/ Singapore.

542/ Bolivia.

543/ Bolivia.

544/ Bolivia.

147. Many countries furnished replies dealing with the problems directly related to the status of women. Several expressed the view that women had already achieved equality with men under the law in many areas, but if it was to be assumed that the female population of a country represented the same reservoir of talent and ability as the male population, then women were not yet functioning to their full potential in promoting the social and economic development of their countries, and the laws according rights to women had yet to be implemented. 545/

148. In this connexion, many replies pointed out that one of the most fundamental obstacles in implementing measures designed to increase the contribution of women to national development was to be found in the attitudes and prejudices of society shown in the attitudes of men towards women, and of women towards themselves. 546/ It was recognized by one country that such attitudes imposed limitations on women which began at birth. 547/

149. It was observed by some countries that customs, prejudices, superstitions and outmoded beliefs had hindered women from fully participating in national life. 548/ Examples given of some of these attitudes were: (a) that women's place was primarily in the home; 549/ (b) that girls were not expected to be the breadwinners of the family, so that parents invested little in their education to prepare them for a profession; 550/ and (c) that men should make the policy-making decisions and should predominate in the professions which played a leading part in development, such as engineering, medicine, and the sciences. 551/ Consequently, as was indicated in some replies, public opinion was not favourable to the participation of women in development programmes. 552/ In addition, one country drew attention to the need to overcome prejudices towards certain groups of women, such as unmarried mothers. It also indicated that such prejudices could in part be overcome through a series of measures aimed at improving the economic and social status of unmarried mothers. 553/

150. One country gave the following reasons for the fact that women do not play a more active role in national development schemes: limitations in the levels as well as the fields of employment and women's status in the religious life of the country. 554/ In industry, the attitude of employers was such that there was not enough confidence in the competence of women in many fields, particularly in their ability to hold high positions. 555/ One country furthermore indicated that in industry women were still "factory hands" and much in demand because they were paid

545/ Canada, Colombia, Guatemala, Malta, Panama, Poland, Yugoslavia.

546/ Austria, Barbados, Belgium, Cameroon, Canada, China, Colombia, Cyprus, Finland, Guatemala, Iran, Iraq, Israel, Ivory Coast, Kenya, Libya, Malawi, Malaysia, Malta, Mexico, Netherlands, Norway, Pakistan, Panama, Poland, Sierra Leone, Singapore, Sweden, United Kingdom, Zambia.

547/ Canada.

548/ Libya, Pakistan, United Republic of Tanzania.

549/ Belgium, France, Libya, Malta, Norway, Western Samoa.

550/ Canada, Malaysia.

551/ Austria, Canada.

552/ Iran, Iraq, Libya.

553/ Sweden.

554/ Somalia.

555/ Colombia, United Kingdom, United States of America, Zambia.

less than men. 556/ In this connexion, it was observed by some Governments that, despite the increasing number of gainfully employed women, their position remained weaker than that of men because employers tended to divide the labour market into "male" and "female" sectors (with women concentrating for example in the teaching and health professions), a division which women also accepted as a natural state of affairs. 557/ Consequently, men chose the better-paid jobs which had prospects for more rapid advancement.

151. The attitudes of men likewise constituted a problem in the implementation of measures designed to increase the contribution of women to national development. It was pointed out by one country that women's working potential was limited by competition with men; even though the vocational training they had received was equal, men had the advantage of a long tradition and an unquestioned prerogative of being gainfully employed outside the home and were deeply motivated to succeed in this area. 558/ In this connexion, it was stressed by one country that the United Nations and its special bodies should be conscious of the risk that women might be forced into greater economic dependence upon men, when the country abandoned a barter economy in favour of an industrial monetary economy, as had happened in a number of developed countries at the end of the nineteenth and the beginning of the twentieth centuries. 559/ The same country therefore urged that steps be taken to ensure that women maintained the strong economically independent position which they had traditionally held in some countries now embarking upon industrial development. It was observed in other replies that, since there was a disproportion between supply and demand as regards jobs and available manpower, men feared that they would be displaced by women. 560/ It was also said that since women were traditionally regarded as the "weaker" sex in many areas, men might tend to cite this to show their disapproval of, and to prevent women from entering the labour market. 561/

152. It was pointed out in some replies that the attitude of women towards themselves and towards their role in national life often hampered the implementation of measures designed to increase their contribution to the development of their countries. Some countries pointed out that, because of prevailing attitudes in society, women had become apathetic, passive, ignorant and unable to adjust to changing trends. 562/ It was also said that those who took jobs outside the home did so primarily in order to have a change from housework, or as a temporary occupation before marriage, and were not interested in competing for better, or higher positions. 563/ In this connexion, it was observed by one country that the average woman had an instinctive aversion to aggressive competition, 564/ while another said that most women were traditionally

556/ Colombia.

557/ Poland, Sweden.

558/ France.

559/ Sweden.

560/ Colombia, Tunisia.

561/ Netherlands, Sierra Leone.

562/ Iran, United Republic of Tanzania.

563/ Israel, Ivory Coast, United Kingdom.

564/ Israel.

deferential to men. 565/ Other replies indicated that women sometimes refused to commit themselves to a professional career, 566/ and had to be convinced to take up technical work and managerial posts, since they were not always eager to assume heavy responsibility, partly because of their family duties. 567/

153. Some replies stated that the occupational choice of women was frequently limited to the social services, home economics and handicrafts, 568/ which, as one country mentioned, were traditionally looked down upon by society because they were poorly paid. 569/

154. Some Governments commented that the attitude of educated women in some instances left room for improvement. 570/ For example, in some countries educated women had failed to organize themselves and to identify themselves with the masses of illiterate women. 571/ Another country observed that women who had had a home economics education sometimes became extravagant and demanding wives; at work, other women became vain and flirtatious at the instigation of their male colleagues; often women who wished to assume responsibilities lost sight of the duty they had towards their country. 572/

155. Several countries remarked that such attitudes as those described above were changing, 573/ and some suggested measures aimed at re-educating public opinion. In general these measures concerned changing the traditional attitude that men's role was outside the home, and women's in the home, and encouraging women to seek employment. 574/ One country pointed out that "it is not sufficiently realized that differences in social behaviour between men and women are to a great extent results of education and environment". 575/ Thus, in one country the term "women's question" as applied to the problem outlined above had been largely abandoned in favour of the sociological term "sex role question". 576/ One country pointed out that the deeply traditional thinking of dividing human needs into feminine and masculine needs had caused women "to have proportionally more subordinate positions in employment and social life and causes men to feel that they must carry the main responsibility for providing for the family, thus reducing their participation in home life". 577/ Another country suggested that the view that "women ought to be economically supported by marriage must be effectively refuted - also in the legislative field - as this view is a direct obstacle to the economic independence of women and their ability to compete on

565/ Malawi.

566/ Austria.

567/ Barbados, Poland.

568/ Barbados, Kenya.

569/ Austria.

570/ Cameroon, Kenya.

571/ Cameroon, Kenya.

572/ Cameroon.

573/ Malta, Mexico, Singapore, United States.

574/ China, Finland, Sweden.

575/ Finland.

576/ Sweden.

577/ Finland.

equal terms in the labour market. Similarly, the husband's traditional obligation to support his wife must be modified to constitute a responsibility, shared with her, for the support of the children. This concern for the children should also be manifested in a greater degree of participation in the supervision and care of the children on the husband's part." 578/

156. The problem of attitudes towards women is closely linked with the problem encountered by working women with family responsibilities. Many countries referred to the great difficulty which women experienced in carrying out their responsibilities at home and at work. 579/ They pointed to the fact that women met a conflict in combining a career and a home because: (a) they were over-worked in their efforts to look after their families, their household duties and professional obligations; 580/ (b) their professional careers had to be subordinated to those of their husbands, so that families, individuals, employers and Governments were not always willing to invest money, time and effort in promoting women's careers; 581/ and (c) marriage, pregnancies and illness often caused them to leave their jobs after a brief period of time. 582/ As a result of the above conditions, one country pointed out that despite the many facilities which were provided for married women who in 1960 constituted 55 per cent of the total number of married women employed, these women refused to take on managerial posts. 583/ Another observed that certain positions such as those held by women community development workers obliged them to circulate from village to village forcing them to leave their husbands and children behind; 584/ their occupational mobility and their possibilities for attaining seniority, therefore, were limited. 585/

157. Several countries emphasized the need for the establishment of day-care centres for the children of the average working women. 586/ In this connexion, one country indicated that training programmes for household assistants should be established, aimed at alleviating the burdens of employed women with family responsibilities; 587/ another country mentioned the need for increasing the male staff in child-care institutions, day nurseries and lower schools. 588/ One country declared that because of the absence of day-care centres or kindergartens for children women were forced to hire young inexperienced help; 589/ another

578/ Sweden.

579/ Austria, Belgium, Cameroon, Canada, Congo (Brazzaville), Iraq, Japan, Nigeria, Pakistan, Philippines, Poland, Sierra Leone, Sweden, United Arab Republic, United Kingdom (Seychelles).

580/ Austria, Cameroon, Japan, United Arab Republic.

581/ Canada, Pakistan, United Kingdom (Seychelles).

582/ Nigeria, Pakistan, United Kingdom (Seychelles).

583/ Poland.

584/ Cameroon.

585/ Kenya.

586/ Austria, Cameroon, China, Cyprus, Finland, Iraq, Libya, Netherlands, Nicaragua, Nigeria, Pakistan, Philippines, Rwanda, Sweden, United Kingdom, Yugoslavia.

587/ China.

588/ Sweden.

589/ Rwanda.

stated that older women could no longer be relied upon to look after young children because they now tended to re-enter the labour market. 590/

158. One country emphasized that the extension of family welfare services must form an integral part of efforts aimed at increasing efficiency and productivity, since such activities opened up prospects for more employment, particularly for women, and increased the growth of the purchasing power of the population. 591/ The same country also stressed that family welfare services must be developed rationally and given a sound technical foundation on which an efficient organization providing welfare services could be built. These services, for example, should include the establishment of low-priced restaurants, the provision of technical appliances, the maintenance of apartments, laundries, etc., and the development of child welfare. 592/

159. Another country pointed out that the problem of the advancement of women with family responsibilities in employment and the professions, politics, trade union activities, etc. was dependent on the willingness of men, as husbands and fathers, to assume a share of the work of the home. 593/ It was stated that in this country the expression "male emancipation" had been coined to denote the right of a husband to remain at home while the children were small, where it was found more appropriate for the mother to devote herself to gainful employment. It was added that the "demand for male emancipation in family life was also supported by the results of recent psychological research, which have proved that the identification of growing boys may become uncertain in a one-sided, mother-dominated home environment. This lack of certainty in identification (of what is "manly" behaviour) may lead to overcompensation expressed in exaggerated aggressiveness and may be one explanation of the higher crime rate as compared to girls." 594/

160. Other problems connected with the employment of women as indicated by some countries were: (a) the impracticality of making special efforts to recruit women into the labour market during periods of unemployment in the population at large; 595/ (b) the disproportion between employment opportunities and the number of men and women entering the labour force, increased particularly by school-leavers of all grades; 596/ (c) the lack of employment opportunities for a large percentage of professionally educated women trained for jobs which were not in demand; 597/ (d) the lack of competition offered by the commercial activities of women because they were carried out on a small scale; 598/ (e) the low wages, high taxation, non-adjusted working hours and holiday regulations, and the long distance women had to travel from home to work; 599/ (f) the lack of part-time jobs

590/ United Kingdom.

591/ Yugoslavia.

592/ Yugoslavia. Hungary, Ivory Coast and Poland also mentioned the need for labour-saving devices in the home.

593/ Sweden.

594/ Sweden.

595/ United Kingdom.

596/ Nigeria, Zambia.

597/ Philippines.

598/ Nigeria.

599/ Netherlands.

for women, 600/ more of which should be created; 601/ and (g) the possibility of women depriving men of their jobs. 602/ Another problem of a different nature from those immediately mentioned above was the shortage of labour and the need to encourage and train women to take on new jobs awaiting them. 603/

161. Closely related to the opportunities of women for gainful activity was the problem of their education and training. Many countries declared that women encountered problems in this area. 604/ It was mentioned by some countries that women lacked opportunities for education because of over-work, of early marriages, of their incapacity to organize their time efficiently, and of the inadequacy of training institutions. 605/ Others indicated that illiteracy remained a major obstacle. 606/ Several countries said that girls must be persuaded to take their training more seriously, so that they could prepare themselves for future careers; 607/ that they were inadequately trained; 608/ that they needed better training in the vocational, technological, industrial and commercial fields; 609/ that the number of women with a secondary education did not correspond to the areas of activity in which they constituted the majority of the labour force; 610/ that women did not train for professions which directly determined the course of economic development but instead trained for jobs for which there was an over-supply of manpower (e.g. in the nursing, teaching, and legal fields); 611/ and that there was a vital need to retrain middle-aged and elderly women to facilitate their entry or re-entry into the labour market. 612/

162. The other matters relating to the education of women which were given importance were: (a) instruction to illiterate adult women or to women belonging to certain religious groups on general legal matters affecting family, marriage, contracts and inheritance, in view of the fact that even professional women were often ignorant of these matters; 613/ (b) the necessity to interrelate the education received by women and their immediate environment, so that they did not become alienated from their own milieu; 614/ (c) the need for character training and discipline in order that women might truly understand the objectives of their professional training, which was insufficient without the transformation of personal character; 615/ and (d) language training with the aim of bringing about

600/ Norway.

601/ Nicaragua.

602/ Iraq, Tunisia.

603/ Japan, United Kingdom (Cayman Islands), Yugoslavia.

604/ Belgium, Bolivia, Cameroon, Canada, Central African Republic, China, Cyprus, Finland, Hungary, India, Iran, Iraq, Ivory Coast, Japan, Malawi, New Zealand, Pakistan, Panama, Philippines, Rwanda, Sierra Leone, Singapore, Turkey, United Arab Republic, United Republic of Tanzania, United States of America, Yugoslavia, Zambia.

605/ Cameroon, Central African Republic, Ivory Coast, Malawi, Rwanda.

606/ Pakistan, United Republic of Tanzania, Yugoslavia, Zambia.

607/ United States of America.

608/ China, Iran, New Zealand, Philippines.

609/ Cyprus.

610/ Yugoslavia.

611/ Philippines.

612/ Finland, Japan.

613/ Bolivia, Singapore.

614/ Cameroon.

615/ Cameroon.

ethnic integration. 616/ Some countries emphasized the need to study the status of rural women and to increase their educational opportunities. 617/

163. The other problems which were said to affect negatively the implementation of measures designed to increase the contribution of women to national development were: (a) increasing migration from rural to urban areas, causing a "brain drain" in the rural areas, 618/ unemployment among women in towns and cities, 619/ where women did not have proper housing facilities and encountered at work the unprofessional and unscrupulous behaviour of influential senior male staff; 620/ (b) lack of opportunities for employment and training, and lack of facilities such as day-care centres for children in certain undeveloped regions of the country, 621/ the observation being made by another country that in formulating and implementing development programmes it was imperative to take into account the great differences which existed between regions within the nation; 622/ (c) the lack of full implementation of the ILO Convention on Equal Remuneration for Work of Equal Value, 623/ the remark being made by one country that while this Convention applied to the non-manual employment in the public sector, it did not normally apply to non-manual work in private industry and commerce; 624/ (d) the frequent child-bearing among women who belonged to the low-income groups and among those who lived in the rural areas; 625/ (e) the lack of adequate health services; 626/ and (f) the inadequate participation of women in development planning, 627/ and at the higher levels of government and political life. 628/

164. Another important problem raised by several countries was the lack of leadership, organization and co-ordination as regards the goals and objectives of women's groups and activities pertaining to the advancement of women. 629/ To meet this difficulty it was suggested that leadership training programmes should be established; 630/ that data should be collected and surveys made, in order to gather accurate information about conditions in rural and urban areas within the country, in order that the role of women in development might be better defined; 631/ and that a government body should be established with the mandate to study the problems related to the status of women and to organize and co-ordinate programmes concerned with: (a) the economic advancement of women;

616/ Singapore.

617/ Panama, Turkey, United Arab Republic.

618/ Philippines.

619/ Ghana.

620/ Kenya.

621/ Norway.

622/ Argentina.

623/ Finland, United Kingdom.

624/ United Kingdom.

625/ Philippines.

626/ India.

627/ Zambia.

628/ Panama, Sweden, Yugoslavia.

629/ Cyprus, Dominican Republic, Philippines, United Republic of Tanzania.

630/ United Republic of Tanzania.

631/ Philippines.

(b) the social, political, civil and legal status of women, the observation being made that there were areas in the legal field where the status of women required study and changes. 632/

165. One country expressed the view that it "would question the appropriateness of setting up a special body for women's questions" at present, since many of these questions had been integrated into its current general policy of reform: matters affecting the position of women in such areas as employment policy, social welfare, taxation, family matters and education were now dealt with by committees working within a general context, and if they had been handed over to a national commission on women there would have been a risk that any proposals might have been delayed owing to the many and complex aspects with which such a commission would be required to deal. 633/ On the other hand, the same Government stated that, while from its point of view, it considered that the problems of women should be dealt with in an integrated manner, the Commission on the Status of Women and other United Nations bodies should not be prevented from recommending the establishment of national machinery which might be appropriate in other countries, adding that such a body might "prove necessary to point out deficiencies and problems in this area, and thus provide a stimulus to further reform in various special bodies", which might not otherwise be undertaken.

D. Measures designed to increase women's contribution to the economic and social development of their countries

QUESTION 7: Have any measures been taken, or are any contemplated, to overcome the problems mentioned, and to increase women's contribution to the various areas of economic and social development of the country, such as:

- (a) Measures to include goals of concern to women among the objectives of national development plans, or programmes;
- (b) Measures to establish concrete targets for the advancement of women in economic and social areas within such plans or programmes;
- (c) Measures to establish national long-term programmes for the advancement of women, as recommended by the Economic and Social Council in resolutions 1133 (XLI) and 1209 (XLII).

166. In analysing the replies to question 7, those concerning sub-paragraphs (a), (b) and (c) have been grouped together as they are closely interrelated.

167. Several countries indicated that they considered measures designed to increase women's contribution to the economic and social development of their countries as

632/ Dominican Republic.

633/ Sweden.

part of the goals of national plans or programmes of development. 634/ In addition, it was indicated by some countries that the solution of problems affecting the status of women should not be considered in isolation, but rather within the context of national development. 635/ In this connexion, it was observed by one country that since its women citizens enjoyed equal rights with its men citizens in all spheres of economic, cultural, social and political life, there was no need to draw up a special national programme for the advancement of women. 636/ One country observed that what was needed in particular to increase women's contribution to development was education, training and information. 637/ Another stated that the aim of a long-term "programme for women" must be that every individual, irrespective of sex, should have the same practical opportunities, not only for education and employment, but also in principle the same responsibility for his or her own maintenance, as well as a shared responsibility for the upbringing of children and the upkeep of the home. 638/ In addition, the same country declared that its current and ongoing revision of discriminatory laws was not dictated solely by a desire to extend the rights of women, but also in some cases to extend to men the same legal protection that was currently enjoyed by women. 639/ Still another country said that, with regard to the role women play in national development, any development programme that discriminated either in favour of or against persons of either sex was bound to cause an unhealthy imbalance in the growth of its human resources. 640/ Another stated that any such programme should specify that it would benefit both men and women. 641/

168. On the other hand, it was mentioned by one country that it was aware of the necessity of special action at the present time to be taken on behalf of women in many countries, during a lengthy period of transition; the same Government stated that "special efforts on the part of the community will be necessary until the gap between men and women as regards the practical exercise of human rights has narrowed appreciably". It also said that "the need for special action to stimulate female emancipation is certainly present in other countries besides those which have traditionally assigned a subordinate role to women". 642/ In this connexion, it was stated by another Government, which indicated that it saw no need to draw up a special programme for its women citizens, that the question of a long-term United Nations programme for the advancement of women should "be approached mainly in the light of the attitude to such a programme of countries in which the problem of equal rights for women has not yet been solved and which are interested in United Nations assistance". 643/

634/ Byelorussian SSR, Ecuador, France, Guatemala, Iran, Iraq, Kenya, Kuwait, Libya, Mauritania, Netherlands, Nigeria, Norway, Poland, Sweden, USSR, United Kingdom, Yugoslavia.

635/ Byelorussian SSR, Nigeria, Sweden, USSR, Yugoslavia.

636/ Byelorussian SSR, Congo (Brazzaville).

637/ Congo (Brazzaville).

638/ Sweden.

639/ Sweden.

640/ Nigeria.

641/ Guatemala.

642/ Sweden.

643/ Byelorussian SSR.

169. Two countries stated that they had no official development plans, but that efforts were being made to advance the position of women. ^{644/} One reported that it had set up a new Department of Consumer and Corporate Affairs to deal, inter alia, with consumer education and "truth in advertising", a step which, it was said would help women in their role as homemakers; ^{645/} the other country reported that in 1966 it had appointed a committee to make a thorough study of the status of its women citizens, and that it was expected that this body would cover all relevant fields of economic and social development. ^{646/} Other countries also replied that they had designated special bodies to study the problems of their women citizens. Of these, one indicated that its National Advisory Council for the Employment of Women was giving consideration to the recommendations contained in Economic and Social Council resolutions 1133 (XLI) and 1209 (XLII). ^{647/} Another also said that a proposal had been submitted to the Governments by a non-governmental organization, with the endorsement of other organizations, for the establishment of a council which would study the status of its women citizens; it added that the matter currently was under consideration by the Government, and believed that the question of a long-term programme for the advancement of women could be studied within the above context. ^{648/} One country reported that its Department of Social Affairs had set up a special body for the promotion of the status of women. ^{649/} It was furthermore stated by one country that, in 1967, the Government had appointed an ad hoc committee to study the prevailing problems of women with a view to ascertaining the need for a women's institute to be set up, since thus far no national organization existed to represent the interests of women. ^{650/} Another country which had established a National Commission on the Status of Women considered that the continuing follow-up of its recommendations concerning the advancement of women in several fields was important. ^{651/} Another reported that, as regards the measures to establish long-term programmes for the advancement of women, a Committee for the Improvement of the Status of Women, which functioned under the Ministry of the Interior, was undertaking the study and preparation of measures dealing with the legal, educational, employment and welfare problems of women. ^{652/} In one country a committee was set up in 1966 to study the problems of women workers; this body, advisory in capacity, was composed of representatives of women's associations, employers' federations, trade unions, family organizations and experts; in addition the various ministries responsible for the planning of national activities could be represented in it. ^{653/} Another country reported that a National Council of Women, in co-operation with other State institutions, dealt with problems of direct concern to women; that Council submitted proposals to mass organizations, government ministries and other State institutions, on the basis of which measures concerning the improvement of the position of women were determined; at the same time, these bodies consulted the National Council of Women on the same question. ^{654/} One country replied that a

^{644/} Canada, Finland.

^{645/} Canada.

^{646/} Finland.

^{647/} New Zealand.

^{648/} Norway.

^{649/} Togo.

^{650/} Singapore.

^{651/} United States of America.

^{652/} China.

^{653/} France.

^{654/} Romania.

National Commission for the Participation of Women in Development had been established in 1966. 655/ Another furnished the information that a Home Economics Advisory Committee would be attached to the Ministry of Economic Planning and Development in the near future with the aim to set up a long-term programme for the advancement of women; it added that in the revision of its Development Plan, special emphasis would be given to the role women's organizations played in advancing the position of women in the nation. 656/ Another country indicated that a special committee would be organized to develop a programme with national long-term objectives for the implementation of recommendations contained in Economic and Social Council resolutions 1133 (XLI) and 1209 (XLII). 657/ Another country which stated that the problems concerning the status of women were never solved in isolation, indicated nevertheless that consideration would be given to the suggestion of drawing up a long-term programme for improving the position of women. 658/

170. One country indicated that it would continue, as far as practicable, to pursue its general policy of advancing the position of women; 659/ while another reported that although women had achieved their rights in several areas many years ago, the Government periodically adopted measures aimed at ensuring the full exercise of the social rights of its citizens, regardless of sex. 660/

171. Some countries reported that they had established special government units to look after the interests of women, 661/ including a Home Economics Branch as part of the extension activities of the Department of Agriculture. 662/ One country said that in view of the fact that particular areas in national life had to be developed in order to raise the status of women, it planned to establish a women's bureau. 663/ Another declared that, in order to arouse greater interest in the study and solution of the problems of women in connexion with the development of human resources and to ensure a wider participation of women in national development programmes, a bill establishing the National Council on Human Resources provided that the Council should have at least one woman member. 664/ Still another reported that in order to mobilize popular participation on a mass scale, its Office for Rural Leadership and Civic Services was implementing a programme with a view, *inter alia*, to training men and women leaders, and to this end had established a section on women's leadership. 665/

172. Some countries indicated that no special measures were contemplated in development plans to increase the contribution of women to the various areas of economic and social development because: (a) development objectives had been so

655/ Philippines.

656/ Kenya.

657/ Netherlands (Surinam).

658/ Yugoslavia.

659/ Israel.

660/ Mexico.

661/ Austria, Canada, Cyprus, Japan.

662/ Cyprus.

663/ Ecuador.

664/ Nicaragua.

665/ Madagascar.

conceived as to benefit both men and women; 666/ (b) such measures had not been determined; 667/ (c) such measures had already been undertaken in the past. 668/ In this connexion, it was indicated by one country that each government ministry had the prerogative to determine what measures should be undertaken within its own competence. 669/

173. As regards the specific areas of development in which measures had been undertaken to increase the contribution of women, some countries stated that their contribution in the area of employment was considered important. 670/ In this connexion, one country stated that, under its National Plan of 1965, where a 25 per cent growth between the years 1964-1970 was envisaged, it was thought that efforts to raise activity rates, especially in the less prosperous regions, would lead, if successful, to the employment of additional numbers of workers, mainly women, of the order of 100,000-200,000; the same country also indicated that despite the fact that it now recognized that the rate of growth would be less than originally envisaged, the Government nevertheless recognized that additional numbers of women would still be needed in the working population, particularly in view of the decrease in the numbers of young people who would be entering it over the next few years. 671/ Another country stated that there existed in some areas a shortage of male labour, while at the same time there were reserves of female labour, with the result that the Government had taken measures to increase the employment of women. 672/ Another country reported that, in its revised long-term plan for the period of 1966-1969, importance was attached to the need for more jobs for women who wished to take part in economic life, in particular in district and regional development. 673/ One country stated that skills and occupational mobility, including those of women workers and of the labour force in disadvantaged areas, were targets of concern to those who drew up and implemented development plans. 674/

174. Some countries indicated that measures and programmes aimed at increasing the role of women in certain areas were incorporated in national plans, as part of general measures. Some of the areas mentioned were: agriculture, 675/ development of rural and productive industries, 676/ health, 677/ community development, 678/ and education and training. 679/ Measures dealing with specific areas are dealt with in greater detail in the following paragraphs.

666/ Dominican Republic, Netherlands (Surinam), Panama, Sierra Leone.

667/ Malawi.

668/ Philippines.

669/ Argentina.

670/ Japan, Norway, Poland, Sweden, United Kingdom.

671/ United Kingdom.

672/ Poland.

673/ Norway.

674/ France.

675/ Libya.

676/ Libya, Mauritania.

677/ Western Samoa.

678/ Iran.

679/ Mauritania, Sierra Leone, Togo.

- (d) Measures to implement, at the national level, the international instruments and other recommendations relating to the status of women adopted under the auspices of the United Nations or of the specialized agencies

175. Several countries stated that they had ratified international instruments and other recommendations relating to the status of women adopted under the auspices of the United Nations or of the specialized agencies. Among such instruments are: (a) the ILO Convention on Equal Remuneration for Men and Women Workers for Work of Equal Value; 680/ (b) the Convention on the Nationality of Married Women; 681/ (c) the UNESCO Convention Against Discrimination in Education; 682/ (d) the Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages; 683/ (e) the Convention on the Political Rights of Women; 684/ (f) the Supplementary Convention on the Abolition of Slavery, the Slave Trade and the Institutions and Practices similar to Slavery; 685/ (g) the ILO Conventions 45 and 89, relating to the employment of women at night and employment of women underground. 686/

176. In addition it was indicated that some of these instruments were under study and review, such as: (a) the Convention on Consent to Marriage, Minimum Age for Marriage, and Registration of Marriages; 687/ and (b) the ILO Convention No. 111. 688/

177. One country observed that although equal pay for men and women had been introduced in the public service, it had not yet been adopted in the private sector, so that the country concerned could not at present subscribe to the ILO Convention 100; 689/ in this connexion, another country stated that it was only in 1962 - when the special pay scales for women in the collective wage agreements in industry were abolished - that it was able to ratify that ILO Convention. 690/

178. As regards some ILO conventions, one country expressed the view that it had some doubts concerning the value of some of the older ILO instruments which emphasized the protection of women rather than non-discrimination. 691/ Taking a similar position, another country declared that it had abolished in 1962 the special ban on night work by women in any industry or craft, the law providing that the consent of its National Board of Industrial Safety was required if work

680/ Austria, China, Colombia, Finland, France, India, Ireland, Norway, Sweden, Togo, Tunisia.

681/ Netherlands, New Zealand, United Kingdom.

682/ New Zealand, United Kingdom.

683/ Netherlands, New Zealand, United Kingdom.

684/ Ireland, United Kingdom, Togo.

685/ Netherlands.

686/ New Zealand.

687/ United Kingdom.

688/ Finland.

689/ New Zealand.

690/ Sweden.

691/ Finland.

was to be done by male or female employees between the hours of midnight and 5 a.m.; on the other hand, it is still forbidden in the same country to employ women for underground work in mines or quarries. 692/

179. Some countries gave the general information that the provisions of these conventions and other United Nations instruments were already found in their national constitutions and laws. 693/ Other countries specified that some of their national laws were in accordance with the provisions of United Nations instruments and other recommendations such as those relating to: (a) the Convention on the Political Rights of Women; 694/ (b) the ILO Convention on Equal Remuneration for Men and Women Workers for Work of Equal Value; 695/ (c) the ILO Convention on the Elimination of Discrimination in Employment and Occupation; 696/ (d) the Convention on the Nationality of Married Women; 697/ (e) the Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages; 698/ (f) the Convention on the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others. 699/ One country also said that its laws were in conformity with some of the recommendations of United Nations bodies, such as those relating to: (a) equal rights in marriage, during marriage and at its dissolution; and (b) equality in parental rights and duties, with the result that the number of divorces among its Muslim population had been positively reduced and that a machinery for the protection of divorced women had been provided. 700/

180. Other countries made the following comments: (a) that women's organizations could press for the ratification and application of international instruments and recommendations relating to women, and that the State could facilitate the ratification of such instruments by enacting the appropriate legislation; 701/ (b) that measures to implement at all levels the recommendations relating to the status of women which had been adopted under the auspices of the United Nations would be studied by a special committee which would be organized to study the recommendations contained in Economic and Social Council resolutions 1133 (XLI) and 1209 (XVIII); 702/ (c) that in accordance with a recommendation of the Inter-American Commission of Women, a bill drafted by the Ministry of Labour in the country concerned would establish an Office for Women Workers and Young Workers; 703/ (d) that an agreement with UNICEF for the past five years ensuring the country's participation in home development programmes had resulted in the well-being of mothers and their children; 704/ and (e) that the United Nations instruments and recommendations in question were not known. 705/

692/ Sweden.

693/ Ecuador, Iraq, United Kingdom (Cayman Islands).

694/ Barbados, Singapore, United States of America.

695/ Singapore.

696/ Singapore, United States of America.

697/ Singapore, United States of America.

698/ Libya, Singapore, United States of America.

699/ Libya.

700/ Singapore.

701/ Austria.

702/ Netherlands (Surinam).

703/ Nicaragua.

704/ Sierra Leone.

705/ Malawi.

- (e) Measures to extend education and training for women in rural and urban areas (including literacy, and training for older women)

181. Several countries declared that the extension of educational opportunities for women and advancement of their levels of training was fundamental to the improvement of the general position of women in society, and to overcoming the problems which faced them at present. 706/ It may be noted from the information furnished that the educational needs of women are, to a significant extent, determined by the level of development of the country concerned. In this connexion, one developing country stated that it was of the greatest importance that women should find new methods, through education, of adapting themselves to modern life in order that they could participate more fully in development. 707/ A developed country indicated that the problem of inequality in educational opportunities was no longer due to women being heavily under-represented in education, but rather to the difficulties brought about by the considerable differences between the sexes as regards their distribution between different kinds of education. 708/

182. It was also observed by other countries that the differences between rural and urban areas were extremely small and that the interests of women in these two areas did not differ to any marked degree; it was said that this situation was probably due to a high level of education, comparatively good transport facilities, use of mass media and a good library service so that women in both urban and rural areas had equal opportunities for higher education. 709/ On the other hand, it was said by one developing country that there was an urgent need to extend education and training for women, particularly in rural areas, and that it would be a distinct advantage to establish training institutions in rural areas in order that rural women could be made aware of the different aspects of modern development. 710/ In another country, it was said that the migration of rural male labour abroad had led to the "feminization" of agriculture and the consequential importance of training women to contribute more to the development of this field. 711/

183. Several countries indicated that it was their Government's general policy to extend as many educational opportunities as possible to both men and women alike, 712/ and that the availability of free and compulsory education was increasing. 713/

706/ Italy, France, Kuwait, Poland, Singapore.

707/ Cameroon.

708/ Sweden.

709/ United Kingdom, Guatemala, United States of America.

710/ Malaysia.

711/ Italy.

712/ Byelorussian SSR, Cambodia, Canada, Ecuador, Finland, Iran, Italy, Ivory Coast, Kuwait, Malawi, Poland, Singapore, Sweden, United Kingdom (Cayman Islands), United Kingdom, USSR, United States of America.

713/ Cambodia, Canada, Finland, Ivory Coast, Singapore, United Kingdom (Cayman Islands), United Kingdom, USSR, United States of America.

184. Some of the problems cited by several countries were that: (a) women were much behind trends in modern society, having been educated more slowly than men; hence the need to give priority to their educational needs; 714/ (b) women formed the largest groups in literacy classes, one country citing the figure of 12,000 women out of a total of 13,000 students in its literacy programmes; 715/ (c) discrimination existed in education against girls in the rural areas; 716/ (d) there was a higher incidence in drop-outs among girls in private education, 717/ and among women in the universities; 718/ (e) there was a need to encourage women to take advantage of existing training facilities; 719/ and (f) the fact that marriage had been considered the primary and "natural" source of income for women had led to their inferior education. 720/

185. One area of education which was accorded priority by many countries was literacy. 721/ In this connexion, it was stated by some countries that literacy classes were combined with courses in vocational and home economics education, 722/ and that the role of non-governmental organizations in this area was active. 723/ With respect to countries where literacy did not present a significant problem, but where nevertheless a few or very few cases existed, it was said that women were given instruction not only in literacy but in civics, handicrafts and homemaking; 724/ that special classes were quickly organized for illiterates; 725/ and that teaching methods were adapted to the individual needs of the person concerned rather than using a standardized method. 726/

186. Another area which was accorded priority by several countries was the education of rural women in agricultural development, including education in agricultural extension, community development, home economics, hygiene, child care, handicrafts, and in organizing and administering saving schemes and co-operatives. 727/ In this connexion, it was stated by one country that its rural technical centres which would train women for agriculture and rural development had a twofold objective: (a) to train women not only in their traditional tasks but to utilize women as a factor in development; (b) to train women for jobs such as dress-making, typing, office work, maternal welfare, etc. 728/ One country indicated that educational measures in this area were part of its over-all development plan and were of long-term design. 729/ Another

714/ Cameroon.

715/ Malawi, Zambia.

716/ Zambia.

717/ Ivory Coast.

718/ Sweden.

719/ New Zealand.

720/ Sweden.

721/ Argentina, Colombia, Ecuador, Guatemala, Italy, Libya, Madagascar, Malawi, Nicaragua, Pakistan, Tunisia, United Republic of Tanzania, Zambia.

722/ Cameroon, Italy, Tunisia, United Republic of Tanzania.

723/ Argentina, United Republic of Tanzania, Zambia.

724/ China, Guatemala.

725/ United States of America.

726/ United Kingdom.

727/ Cameroon, Colombia, Ecuador, Ghana, Iraq, Italy, Ivory Coast, Madagascar, Malaysia, Netherlands (Surinam), Nigeria, Philippines, United Republic of Tanzania, Zambia.

728/ Ivory Coast.

729/ Ghana.

country stated that it provided training facilities for women to be better housewives, not only in rural, but also in urban areas. 730/ It was stated in one reply that the primary role of women was without question in the domain of the home, despite their agricultural activities, because men could not replace women in the domestic role. To enable them to fulfil their domestic role it was suggested that (a) women should be partly relieved of some of their agricultural tasks; (b) they should be trained in the various aspects of home economics, so that they could better fulfil their roles as wives and mothers; (c) they should be provided with other outlets of activity so that while working in the home they did not stagnate. It was furthermore suggested by the same country that men and women should be educated at the same time, in order that they could better understand their roles within the context of their immediate environment. 731/

187. Closely related to the need to educate women in rural areas, in the view of some countries, was the need to train them as leaders and agents of change within their communities. 732/ One country stated that peasant women who had undergone leadership training courses were now playing an effective role in their own villages in programmes dealing with literacy, co-operatives, handicrafts and public health. 733/ Another pointed to the need to assist women traders to organize their trading activities more effectively and to enable them to purchase their own equipment through co-operatives, in order that their contribution to the national economy might be greater. 734/

188. Vocational training and retraining for young and older women and girls was given high priority by several countries. 735/ In this educational area the following were included: (a) education of girls at vocational schools; (b) vocational training at government training centres; (c) training schemes offered by industry and trade unions; (d) in-service training programmes; (e) retraining of older women offered under (b) and (c) above; (f) training of unemployed persons or persons who were in danger of becoming unemployed and (g) retraining of professionals.

189. As regards the percentage of female students attending vocational schools, one country observed that female pupils made up a mere 5 per cent of those receiving vocational training for industry and handicraft, even though a far larger proportion of young women would later come to be employed in industry. In the same country almost a quarter of the industrial labour force consisted of women in 1965; on the other hand, 98 per cent of the students who studied health and welfare services were women; consequently, female skill in many occupations was still an unknown quantity. 736/ Another country stated that because of its educational policy to attract girls to new trades, the percentage of girls attending secondary mechanical schools rose from 0.3 per cent (1964/1965) to 9.8 per cent (1966/1967), while their attendance at electrical schools rose from

730/ Ecuador.

731/ Cameroon.

732/ Cameroon, Italy, Madagascar, Nigeria, United Republic of Tanzania.

733/ Madagascar.

734/ Nigeria.

735/ Austria, Canada, Finland, France, India, Italy, Ivory Coast, Japan, Netherlands, New Zealand, Poland, Sweden, United Kingdom.

736/ Sweden.

4.2 per cent to 11.6 per cent, respectively. 737/ In this connexion, one country expressed the view that the raising of the school-leaving age to sixteen had enabled girls to obtain vocational training and preparation for family life; in addition, the much wider access of girls to technical institutes under its Government's provisions for the promotion of mixed or co-educational vocational training should lead to a change in attitudes towards competition by women for jobs. 738/

190. One country indicated that it had three industrial training institutes exclusively for women in the various engineering and non-engineering trades, although women could also seek admission to the other training institutes open to both men and women. It added that the training programmes of these institutes were expanded every year to meet the over-all needs of the national development plan, such programmes being of a long-term nature, and national in scope, with due consideration being given to regional and local needs. 739/ Several countries declared that their Government undertook training programmes at public vocational centres for both men and women; 740/ in one country where women predominated in such industries as cotton, wool, knitting, lace and net, the majority of recipients of grants for retraining and refresher courses were women; the same country indicated that as more industrial training boards were established, the impact on the opportunities available for women would be very marked, particularly in fields where this had not been traditional (e.g. retail trades, business and commerce). 741/ In this connexion, another country indicated that, because of adult training courses arranged by labour exchange authorities, it had been possible to some extent to train women for vocations which were traditionally regarded as male, for example, welders and tinsmiths; but it was said that the majority of women qualified for the traditional women's vocations in trade and in industry. 742/ In one country vocational training centres offered training courses for domestic workers, 743/ and in another, courses on "business practice", "merchandise and salesmanship", "waitress training" etc. 744/

191. In order to promote the utilization of female labour and in order to supply industry with the skills it demanded several countries stressed the need for retraining older women, or women who had not been working for some years because of their household responsibilities. 745/ In such training, it was indicated that the Government undertook the cost of training for a trade and the cost of monthly subsidies to persons undergoing training. 746/

737/ Poland.

738/ France.

739/ India.

740/ Japan, Netherlands, United Kingdom.

741/ United Kingdom.

742/ Norway.

743/ Japan.

744/ Canada.

745/ Austria, Canada, Finland, France, Netherlands, Netherlands (Surinam), Norway, Poland, United Kingdom, United States of America.

746/ Netherlands, Poland.

192. As regards the retraining of professional women, such as nurses and teachers, one country indicated that in its experience retraining courses for such professionals had not produced very positive results, since women in these fields preferred to go back to work immediately rather than to attend training courses, and that on the whole employers themselves were not particularly enthusiastic about such training. Nevertheless, the authorities in this country were prepared to create further facilities for training, retraining and supplementary training, and, possibly, to adapt existing courses, so as to be suitable for groups of women in particular professions whose services were in demand. 747/ In this connexion, some countries indicated that they offered retraining opportunities for women teachers and nurses. 748/

193. An important factor determining the effectiveness of vocational education was the extent to which good vocational guidance facilities were present. Some countries recognized the importance of such facilities. 749/ One country indicated that measures were being prepared to establish vocational guidance and information services at the local, regional and national levels. 750/ In another country vocational guidance at schools was designed to facilitate the pupil's choice of studies so that students would choose his or her occupation not on the basis of traditional concepts of what "men's jobs" and "women's jobs" were, but according to his or her abilities and interests. 751/

194. Closely related to programmes for vocational training and retraining is adult education, which, in the view of some countries, was considered important for the education of women. 752/ As indicated from the replies received, adult education courses can range from classes in dressmaking to courses in civic education, and to a formal preparation for a professional career. The prominent role of non-governmental organizations women's groups, trade unions in initiating and supporting adult education programmes was cited by several countries. 753/

195. One country indicated that adult education institutions such as evening secondary schools which offered evening instruction, municipal vocational colleges which offered part-time courses, adult high schools and colleges which gave correspondence courses and educational programmes carried by radio and television, were of vital importance to the education of housewives; it expressed the view that extensive part-time and evening instructions was called for, if women were to catch up with men in educational attainment. In addition, the same country said that its folk universities, which gave adults the same education as young people in the comprehensive school, made it possible for them to gain admission to the institutions that came after the comprehensive school, thus enabling a large percentage of women to pursue their education. 754/

747/ Netherlands.

748/ New Zealand, United Kingdom.

749/ France, Norway, Sweden, United States of America.

750/ France.

751/ Sweden.

752/ Japan, Netherlands, Philippines, Poland, Singapore, Sweden, United Kingdom.

753/ Austria, Japan, Philippines, Singapore, Sweden, United Kingdom, United States of America.

754/ Sweden.

196. It was also indicated by some countries that adult education programmes were geared to the labour market policies, so that women were given the kind of vocational training which would enable them to take up gainful employment. 755/ This kind of training was said to be very extensive in one country and to have been responsible for its low level of unemployment; it had also enabled housewives who had been out of the labour market altogether to receive vocational training on the same conditions as unemployed men, and to make it possible for women to be trained in occupations previously regarded as male. 756/

197. As regards higher education for women at the university or specialized level, one country stated that it was important for national development to train women professionally at this level. 757/ In this connexion, one country declared that during the period 1961-1965, 1,732,000 specialists were graduated from higher educational institutions and 2,572,000 from secondary specialized educational institutions during the five-year period 1961-1965, and the figures for 1966 were 432,000 and 685,000 respectively. 758/ Another country furnished the information that in the academic year 1966/1967, there were 29,300 students admitted to higher educational institutions, and 42,500 to specialized secondary educational institutions, and of these almost half were girls and women. 759/ Still another country said that women had made significant advances in the field of professional training at the university level. 760/

198. As indicated in the analysis of replies to question 6, the removal of false attitudes towards the role of women was an urgent measure to take in order that the contribution of women to national development might be increased. This falls largely within the realm of educational measures. In this connexion, one country examined in detail the educational reforms that it had undertaken with a view to promoting real equality between the sexes, and consequently eliminating false attitudes as regards the role of men and women in society. Some of these measures have already been referred to in this chapter, and in previous chapters of the present report. The following additional measures were also mentioned: (a) providing equal educational opportunities for boys and girls at the elementary level, free of charge; (b) adopting an educational policy aimed at teaching pupils that differences between individuals of the same sex are greater than any average differences between the sexes as a whole, so that lessons in domestic science and civics emphasize equal responsibilities of husband and wife at home; (c) the provision of information in textbooks and other teaching aids to combat traditional ideas concerning the separate role of the sexes; (d) the abolition of separate boys' and girls' high schools, as well as separate boys' and girls' commercial and technical high schools, and their integration into one type of institution; (e) the designing of new schools which would meet the practical needs of both sexes, such as the inclusion of changing rooms on the premises, etc. Another important measure mentioned was the extension of student aid, which is of particular consequence to educational opportunities for women, for it would enable a family with several children to educate not only its sons, but daughters as well; such aid also helps

755/ France, Norway, Poland, Sweden.

756/ Sweden.

757/ Malaysia.

758/ USSR.

759/ Byelorussian SSR.

760/ Ecuador.

to bridge the gap between social classes, enables students to be independent from their parents and helps married students to continue their studies. 761/

- (f) Measures to provide for the needs of employed women with family responsibilities (e.g. child-care services and facilities and part-time work)

199. Measures which provide for the needs of employed women with family responsibilities are of great importance in view of the fact that, as was indicated by some countries, women are entering the labour market at an increasing rate. In one country, for instance, 80 per cent of all women capable of work will be employed by 1980. 762/ In another country, married women will hold a key position in the labour market, and it is predicted that the number of men at work will be lower in 1980 than in 1960. 763/ Another reason for viewing measures which provide for the needs of employed women with family responsibilities as important is, as stated by one country, that working married women today have less leisure than any group in society, as surveys undertaken in Eastern and Western Europe have shown. 764/ In this connexion, one country emphasized that women have to be helped in order that the double burden they carry - as wives and mothers, and as workers in the fields - can be lightened. 765/ One country reported acceptance of ILO Recommendation No. 123 concerning the Employment of Women with Family Responsibilities which would cover the issue of facilities raised under this subparagraph. 766/

200. One measure recognized by many countries as being essential for employed women with family responsibilities was the establishment of nurseries, day-care centres, and kindergartens for the care of infants and children. 767/ Some countries indicated that the network of existing nurseries and day-care centres was quite extensive; 768/ although it was indicated in some instances that such facilities needed to be expanded, because of a growing demand for them. 769/ In this

761/ Sweden.

762/ Hungary.

763/ Sweden.

764/ Sweden.

765/ Cameroon.

766/ Ireland.

767/ Argentina, Austria, Barbados, Bulgaria, Byelorussian SSR, Canada, Central African Republic, Ceylon, China, Colombia, Congo (Brazzaville), Denmark, Dominican Republic, Ecuador, Finland, France, Hungary, India, Iraq, Israel, Italy, Japan, Mauritania, Netherlands (Surinam), New Zealand, Norway, Pakistan, Poland, Romania, Sierra Leone, Singapore, Sweden, Turkey, USSR, United Kingdom, United Republic of Tanzania, United States of America, Yugoslavia, Zambia.

768/ Bulgaria, Byelorussian SSR, Ceylon, China, Denmark, Finland, Israel, Japan, New Zealand, Norway, Poland, Romania, Singapore, Sweden, USSR, United Kingdom, United States of America, Yugoslavia.

769/ Canada, Finland, Guatemala, Japan, Norway, Poland.

connexion, one country expressed the view that there was a need to increase day-care facilities, particularly for parents with shift work at different hours of the day. 770/ Other countries declared that such facilities were still few, 771/ or that they were soon to be established. 772/ Another observed that the law stipulated that enterprises having a specified capital and a number of women workers were obligated to provide child-care facilities. 773/ Yet another said that although such a law existed, it was not implemented. 774/ Furthermore, one Government expressed the view that, because of notions prevailing in the nation regarding the satisfactory fulfilment of a housewife's responsibilities, it saw no cause to recommend general measures relating to women with small children and/or young children attending school; nevertheless, it indicated that a few factories had day nurseries run under private initiative. 775/ Several countries report that priority was given to children whose mothers were ill, or who were the main support of the family or who went out to work. It was also said by the same countries that in such centres the education and health of the children were given attention, 776/ that teachers of infants and children received professional training, 777/ and that voluntary organizations played an active role in supporting and maintaining these centres. 778/ According to one country, the social structure itself provides for "baby-sitting". 779/

201. Other measures said to benefit infants, children and their mothers were: (a) the provision for nursing time for women during the working day; 780/ (b) the fostering of close ties, on the part of the mother, with her children's schools and of her participation in youth activities and interests; 781/ (c) the provision of organized holidays for children; 782/ and (d) the provision of allowances for children under sixteen regardless of their parents' income. 783/

202. Maternity benefits are also provided by several countries. Some of the measures said to be undertaken in this area were: (a) maternity leave; 784/ (b) unpaid leave to enable women to take care of their new-born children 785/ or to help newly married women; 786/ (c) free medical services for expectant mothers; 787/ (d) maternity allowances or bonuses for all mothers. 788/

770/ Finland.

771/ Dominican Republic, Ecuador, Mauritania, Sierra Leone.

772/ Central African Republic.

773/ Colombia.

774/ Guatemala.

775/ Netherlands.

776/ Poland, Singapore, United Kingdom.

777/ China, New Zealand, Sweden.

778/ Canada, Ceylon, Finland, New Zealand, United Kingdom, United States of America.

779/ Western Samoa.

780/ Ecuador, Israel, Poland.

781/ Hungary, Romania.

782/ Norway, Poland, Sweden, USSR.

783/ Sweden.

784/ Bulgaria, Byelorussian SSR, Dominican Republic, Hungary, Iraq, Israel, Japan, Kuwait, Libya, Poland, Sweden.

785/ Austria, Bulgaria, Hungary, Israel.

786/ Netherlands.

787/ Byelorussian SSR, Poland, Sweden.

788/ Italy, Sweden.

203. One country reported that it pays birth premiums. 789/ Some countries indicated that they provided family allowances. 790/ One Government said that its family welfare measures were part of its population policy to encourage couples to have more children. 791/ Another country declared that the three guiding principles for its family policy currently under study were: (a) the provision of social insurance - for the spouse who looked after the children - which was comparable to that available to the working population; (b) payment for such care; (c) provision for the direct consumption costs incurred through the child. It was pointed out that such a policy would: (a) help to maintain family living standards at a period when family expenses were high; (b) help women in their task when the children were old enough to take care of themselves; (c) accord parents who eventually returned to work pension rights comparable to persons with full-time employment. 792/ It was also stated by some countries that emphasis was given to the assumption of more responsibility by the father in the raising of children and in other household tasks, 793/ it was declared that this would contribute significantly to enabling women to participate more extensively and at higher levels in the labour market; in addition, it would contribute to the enrichment of family life. 794/

204. Other measures mentioned as having been taken to meet the needs of employed women with family responsibilities were: (a) the provision of community services, such as laundries, canteens, restaurants, rest homes, centres for the hire of domestic equipment, etc.; 795/ (b) mechanization of housework; 796/ (c) reduction of working hours; 797/ (d) provision of housing facilities; 798/ the observation being made by one country that its housing facilities were totally inadequate for single women; 799/ (e) provision of cultural and recreational activities. 800/

205. As regards part-time work several countries indicated that this type of work existed for women; 801/ in some, part-time work for women had considerably increased, 802/ while one country stated that it was not widespread, 803/ and two reported that women applicants for part-time jobs were not many. 804/ Two countries expressed the view that more opportunities for part-time work should be made available; 805/ another observed that since no form of part-time work

789/ Bulgaria.

790/ Bulgaria, Byelorussian SSR, Canada, France, Israel, Libya, Sweden, Yugoslavia.

791/ France.

792/ Sweden.

793/ Norway, Poland, Sweden.

794/ Sweden.

795/ Bulgaria, Byelorussian SSR, Hungary, Norway, Poland, Sweden, USSR.

796/ Byelorussian SSR, Hungary, Poland.

797/ Argentina, France, Hungary, USSR.

798/ Bulgaria, Byelorussian SSR, Hungary, Netherlands, Sweden, USSR.

799/ Kenya.

800/ Byelorussian SSR, India, Japan, USSR.

801/ Canada, Denmark, Finland, Libya, Netherlands, Singapore, USSR, United Kingdom (Cayman Islands).

802/ Canada, Finland.

803/ Netherlands.

804/ Ecuador, India.

805/ Austria, Sweden.

for women had been introduced, the mother's absence from home the whole day was a serious cause of the neglect of minors; 806/ still another gave the information that efforts were being made to create opportunities for part-time work for married women during hours that were convenient in relation to household duties. 807/ One country stated that it would take steps in the future to make part-time work available, as a measure to help women fulfil their role as worker and mother of the family. 808/

206. One country, which stated that part-time work for women had considerably increased, stated that part-time work seemed to be a useful arrangement, particularly in service occupations, such as hospital work, but it was not considered an entirely positive solution from the point of view of maintaining full employment. 809/ Another expressed the view that in its present state of economic development there was not much scope for part-time employment, nor were women particularly enthusiastic to take up part-time jobs. 810/ On the other hand, one country said that its Federal Government had recently embarked on a programme to attract married women with professional qualifications into the public service on a part-time basis. 811/ Another country indicated that its labour exchanges devoted special attention to finding part-time jobs for married women, and that in the past few years some enterprises had begun recruiting a certain number of part-time female workers to relieve shortage of staff. 812/

- (g) Measures to enable women to fulfil their responsibilities towards their children and families, especially in such matters as health, nutrition and education

207. Many countries reported that measures had been taken to help women in their family responsibilities, especially with respect to health, nutrition and education. 813/ Two countries indicated, however, that, with the exception of maternity leave, measures to help women to fulfil such responsibilities had to envisage both men and women, since they were equally responsible for their children and families. 814/ One country reported that in the case of a sick child, the mother has a right to thirty and the father to ten days of unpaid leave. 815/ Only one country reported that one of the fields specified (i.e. nutrition) did not require measures to be taken because the standard of living was especially high. 816/

806/ Colombia.

807/ Netherlands.

808/ Dominican Republic.

809/ Finland.

810/ India.

811/ Canada.

812/ Netherlands.

813/ Bulgaria, Canada, China, Finland, India, Iraq, Italy, Malawi, New Zealand, Nicaragua, Singapore, United Kingdom, United States of America.

814/ Finland, Mauritania.

815/ Bulgaria.

816/ United Kingdom (Cayman Islands).

208. One country mentioned insurance schemes on both provincial and federal levels as among the health measures taken, noting, however, that lack of proper dental care for low-income families and of adequate school clothing for children of families on public assistance were among the problems still to be overcome. 817/ In another country, health and nutrition services were said to include provision of free disease prevention, immunization and inoculation services, milk supply stations for pre-school children and juveniles and low-priced lunches for pupils of primary schools. 818/ Renewal programmes of family and child welfare services and welfare extension projects were reported by one country, which noted also that programmes for women's welfare ranked second to child welfare schemes; although both had been designed on a national scale and within the perspective of long-range measures to promote the welfare of women. 819/

209. The availability of tinned food-stuffs and the increasing use of household appliances were said to have greatly lightened the domestic burden of women in one country. 820/ The same reply noted that in the rural areas women might have access to such communal installations as jointly owned refrigeration and washing facilities. In another country, 821/ meals were provided free of charge for children of kindergarten and primary school levels. Yet another country reported that the improvement of food preparation and nutrition in rural and semi-rural areas was ensured through a programme in which women experts were among the directors and which was carried out by women workers. 822/

210. In one country various kinds of health services were reported to be adequately available to all sections of the community for nominal charges: mobile clinics were providing medical services to rural and remote areas. 823/ In another country immense opportunities were said to exist through health and welfare services, though nutritional standards were still considered unsatisfactory. 824/

211. One country reported that measures to enable women to fulfil their family responsibilities in matters of health and nutrition were included in the short-term programme executed in both rural and urban areas under appropriate government departments. 825/ In another country family nutrition and home development programmes, including all aspects of family living, were run at the national level. 826/

212. One country reported as an important measure the passing of a law in 1938 permitting the termination of pregnancy on medical, humanitarian and eugenic grounds. 827/ Other countries, in their replies, linked family planning

817/ Canada.

818/ China.

819/ India.

820/ Austria.

821/ Iraq.

822/ Nicaragua.

823/ Singapore.

824/ United Kingdom.

825/ United States of America.

826/ China.

827/ Sweden.

measures, 828/ the abolition of polygamy and the provision of a minimum age for marriage 829/ with the welfare of the family.

213. One area emphasized by a number of countries 830/ was the dissemination of information on available services, as well as on ways of improving health and nutrition. In one country the Federal Government was reported to be distributing literature on health and nutrition. 831/ The same country observed that schools provided the best means of disseminating information on health and nutrition.

214. Two countries noted that, as women played a decisive role in the health and medical care of their children and families in general, a programme of intensive health education was directed towards them and was carried out by all health institutions; apart from topics of general health and hygiene, special attention was paid to demonstration classes on mothercraft and child-care. 832/

215. Particular use has been made of mass media in a number of countries where programmes over the radio and television deal with social hygiene, education and nutrition for the benefit of viewers or listeners, especially from the lower-income groups. 833/ One country reported that numerous community centres provided these services with emphasis on rural areas. 834/ Another stated that programmes through television and radio were sometimes followed up with students in schools and colleges, and with women in adult education classes. 835/

216. The spread of information and guidance on health was reported to be ensured also through adult education institutes, church organizations, and many other public and private bodies. Commercial firms, women's magazines and journals all put out material in such fields as health, nutrition and child development. Articles in women's journals covered varying levels to suit all sections of the population. They were popular and had a far-reaching effect. Among the resources available to women in one country was the advice of a woman "county agent" who was an expert in home economics, nutrition and community life; the service was usually a part of the extension service of the state university and it was primarily aimed at helping isolated areas. 836/

217. Some countries organized special courses to train women in the field of health and nutrition 837/ and in the case of one in gardening and home economics also. 838/ These courses were sometimes carried out by various women's organizations, 839/ sometimes in conjunction with UNICEF. 840/

828/ Nigeria.

829/ Israel.

830/ Canada, India, Singapore, United Kingdom, United States of America.

831/ Canada.

832/ Guatemala, India.

833/ Botswana, Singapore, United Kingdom.

834/ Singapore.

835/ United Kingdom.

836/ United States of America.

837/ Argentina, Botswana, Colombia, Dominican Republic, Philippines, Sierra Leone.

838/ Botswana.

839/ Argentina, Botswana, Colombia, Dominican Republic.

840/ Philippines, Nigeria.

218. The need for disseminating information on health and nutrition was also linked by some countries with education. 841/ A number of countries reported that public education was free. 842/ In one it was universal and facilities were provided for children who were physically and mentally disabled. 843/ In another the Government gave special books to children of kindergarten and primary schools. 844/ In yet another the provisions seemed wider; all elementary school children were provided with free textbooks and other materials. 845/ Nearly all local authorities were also given special grants to provide meals for children attending the compulsory schools; the object of this provision was partly to ease the burden of work in the home on women and to release female labour, and partly to provide the children with a nourishing and vitamin-rich meal.

219. Parent-teacher associations were reported by one country to help parents understand new methods and techniques being used in schools. 846/ A recent government report on the explanation of child development to the general public was said to have had a particularly important effect. Study groups had been set up to examine different aspects of child development based on the report. Nearly every girl in secondary schools took a course in home economics, and older girls might have lessons on child care, often with the co-operation of the local health visitor.

220. Another country reported that classes to assist mothers in caring for their children and families had long been in existence in urban areas. 847/ Thus a real limitation was said to be probably due to support from local authorities as well as the availability of staff to fill more positions. At the provincial headquarters, classes were conducted in leadership and homemaking. One of the gaps in this regard was said to be lack of staff to do follow-up in the field. Those available were also said to have had limited training and were therefore not well qualified. The then current training of both urban and rural staff in home economics extension was, however, expected to strengthen advisory services to homemakers.

221. Provisions were also made for financial assistance for women workers for a specified period prior, during and after birth. One country reported that while it had not been able to ratify the relevant ILO Convention and Recommendations, the principles embodied in them were anchored in national statutory and administrative law. 848/ According to the law of another country maternity leave with per diem allowance and other benefits covering, inter alia, the cost of hospitalization was granted for a period of fifty-four work days (nine weeks) according to the same principles as those applied to sick leave. 849/ According

841/ Canada, Iraq, Sweden, United Kingdom, Zambia.

842/ Bulgaria, Canada, Iraq, Sweden.

843/ Canada.

844/ Iraq.

845/ Sweden.

846/ United Kingdom.

847/ Zambia.

848/ India.

849/ Finland.

to a basic agreement between the labour market organizations, a mother suspending her employment because of maternity leave had the right to return within one year to her previous employment.

222. Even where employment was not involved, a number of countries provided adequate financial support for the mother and her family. 850/ The most far-reaching programme on this in one country was the federally-administered system of family allowances, normally payable to the mother of the family. 851/ There were also comprehensive public assistance schemes, provincially and locally administered to enable mothers without other means of support to maintain their families. In another country measures were taken to assist parents with financial difficulties to raise their children. 852/ Another Government reported that all families with children received basic children's allowances in addition to special children's allowances and family allowances granted according to need. 853/

- (h) Measures to overcome the problems created by the migration of girls and women from rural areas to rapidly expanding urban areas (e.g., shortage of help in farms, inadequate housing, unemployment, etc.)

223. Several countries pointed out that in order to prevent the migration of girls and women from rural to urban areas it was necessary to improve the standard of living in the rural area itself. 854/ Measures taken by some countries in this connexion included: the installation of electrification, potable water system and a network of services, mechanization of farming, the establishment of recreation centres, and facilitating access to culture. 855/ Two countries observed that the establishment of schools in rural areas enabled youth to obtain education without having to leave permanently for the town, and thus, it not only prevented migration but also secured qualified cadres which contributed to the improvement of living conditions. 856/ One country stated further that girls were encouraged to study in agricultural schools which ensured the provision of hostel accommodations. Another Government reported plans for a girls' training camp in a rural area, designed to provide residential pre-vocational training in rural industry. It also said that plans for the development and expansion of agriculture were being examined with a view to seeing how women could play a greater role. 857/ Other countries replied that attempts were being made to transfer industrial undertakings to rural areas in order to offer the local labour force additional and new opportunities. 858/

850/ Canada, China, Finland.

851/ Canada.

852/ China.

853/ Finland.

854/ Australia, Guatemala, Philippines, Poland, Trinidad and Tobago.

855/ Philippines, Poland, Trinidad and Tobago, United States of America.

856/ Guatemala, Poland.

857/ Trinidad and Tobago.

858/ Australia, Barbados.

224. One country, where rationalization in agriculture and increased use of machinery had alleviated the practical difficulties caused by the migration of young people, reported that the problem was not so much of an economic as of a social character, since many rural areas included predominantly elderly people, often with a relatively large proportion of young unmarried men. In this connexion it was pointed out that district development, which aimed at creating various occupations in addition to jobs in agriculture, was expected to change this situation. 859/ Another country indicated that the Government's extensive regional development policy, including selective employment subsidies, differential investment grants, preferential assistance with training and controls over the location of industrial development, was designed to reduce the migration of both men and women. This policy was seen as an integral part of improving the Government's economic position on both a short- and long-term basis. 860/ Another reported that a bill drafted by the Ministry of Labour provided for the establishment of a Department of Human Resources and an Office for Women Workers and Young Workers which would make co-ordinated studies of the migration of girls and women and would plan measures to overcome existing problems. 861/ It was further stated by one country that government programmes, especially those of the Office of Economic Opportunity established in 1964 tried to focus resources and stimulate private co-operation in order to overcome problems created by migration. 862/ One country indicated that young women migrated from rural areas in proportionally larger numbers than men, and that the authorities attempted to channel migration between different regions of the country with due regard to employment opportunities. 863/ Some countries reported that voluntary organizations were engaged in providing residence and employment for girls coming to the city. 864/ In one country special homes existed for girls who migrated to cities to study, 865/ while in another the Government had established vocational guidance offices to help girls and women in finding employment. 866/

225. Two countries reported that men migrated to a greater extent than women. 867/ Of these, one indicated that women who migrated from the villages were usually teachers, nurses and midwives and did not present any serious problem, 868/ while the other stated that the lack of education of migrant women, and the lack of employment opportunities led to social welfare problems of broken homes, prostitution and petty theft, and that enforceable legal measures were needed to require fathers to care for and financially assist their children. 869/ One Government reported the establishment of vocational guidance offices to help migrant girls and women to find employment. 870/ Another indicated that the problem of the migration of girls and women did not exist as such, since men usually migrated with their families and thus the problems related to the family

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- 859/ Norway.
 - 860/ United Kingdom.
 - 861/ Nicaragua.
 - 862/ United States of America.
 - 863/ Finland.
 - 864/ China, New Zealand, Trinidad and Tobago.
 - 865/ United Arab Republic.
 - 866/ China.
 - 867/ Ceylon, Zambia.
 - 868/ Ceylon.
 - 869/ Zambia.
 - 870/ China.

as a unit. 871/ Some of these problems included inadequate housing, unemployment among unskilled workers, health and sanitary problems and low standards of living. 872/ In this connexion one Government reported a housing project plan aimed at solving such problems. 873/ Two Governments replied that migration of girls and women did not present any problem. 874/

(i) Measures to ensure adequate training and status for women teachers

226. A number of the replies received indicated that there was no distinction in the training, salaries and status of men and women teachers. 875/ One country specified that training arrangements and the length of training, as well as the conditions for entry into the profession were the same for both sexes and that all applicants were considered on their merits. 876/ Several countries observed that training centres were established in order to ensure adequate training and status of women teachers. 877/ Others indicated that retraining opportunities were provided for women who wished to enter or re-enter the profession. 878/ One country reported that opportunities were provided for trained, married women teachers to have brief periods of observation and retraining. It also said that in 1965 a trial scheme was introduced under which married women teachers, unable through domestic circumstances to work full time, had been paired so that each worked half-time with particular classes. 879/ Another country reported that in connexion with its complete reform of the teacher training programme the quota system had been abolished. It further stated that "in the event of either sex attaining an overwhelming predominance, the question of reintroducing the quota system would have to be considered in a wider context, with a view to shaping the conditions of admission so as to govern the ratio between the sexes throughout the whole of the teaching profession". 880/ Another reported that the system of co-education for training teachers was practised. 881/

227. Some countries saw a need for more women teachers 882/ as well as for educators well acquainted with development process. 883/

228. One country pointed out that male teachers tended to have more opportunities to gain higher qualifications and administrative posts 884/ while another stressed

871/ Libya.

872/ Dominican Republic, Libya.

873/ Libya.

874/ Canada, Sierra Leone.

875/ Argentina, Congo (Brazzaville), Finland, Guatemala, Netherlands (Surinam), Nicaragua, Poland, United Kingdom, United Kingdom (Cayman Islands), United States of America.

876/ United Kingdom.

877/ Iraq, Sierra Leone, Philippines, Poland, Togo.

878/ New Zealand, United Kingdom.

879/ New Zealand.

880/ Sweden.

881/ Guatemala.

882/ Ivory Coast.

883/ Cameroon.

884/ Canada.

that there was no sex barrier in appointment to higher posts. 885/ One country reported that regulations required a register of teachers to be kept and provided for their pensions. 886/

229. The role of teachers unions in improving and protecting the interests of women was also emphasized in some replies. 887/

(j) Measures to equalize working conditions for women and men, including salaries and social benefits

230. One country expressed the view that the growth of the labour market and its expansion in all parts of the nation should provide a remedy for the critical under-employment and unemployment from which women, who were still too often regarded as casual labour, were the first to suffer. 888/ In this connexion, another country indicated that perhaps the most powerful factor behind the enhanced status of women in its society had been its policy of full employment pursued since the 1930s. 889/ Experience has shown, in that country, that unemployment was a grave menace to the equality of the sexes. The same country said that some discriminatory attitudes concerning the employment of women had to be combated such as: (a) the attitude which challenged the right of married women to work during periods of unemployment, on the grounds that they ought to be provided for by their husbands; and (b) the attitude that married women constituted a reserve labour force which should be mobilized in periods of high prosperity but which could be sent home when the demand for labour began to fall. In addition, sex barriers in the labour market which categorized jobs into "male" and "female" should be eradicated. 890/ Another country stated that several problems were closely connected with employment opportunities for women such as: (a) the traditional limitation placed on the areas of women's professions; (b) the reserve of male labour; (c) inadequate vocational guidance for girls and (d) low occupational qualifications of women. 891/

231. Several countries indicated that they had either ratified the ILO Convention No. 100 on Equal Remuneration for Men and Women Workers for Work of Equal Value or that their national legislation was in accordance with the provisions contained in this ILO Convention. 892/ Some countries indicated that while their laws

885/ United Kingdom.

886/ Nicaragua.

887/ Nicaragua, United States of America.

888/ France.

889/ Sweden.

890/ Sweden.

891/ Yugoslavia.

892/ Argentina, Austria, Byelorussian SSR, Cambodia, Canada, China, Dominican Republic, Ecuador, Finland, France, Iran, Iraq, Ivory Coast, Norway, Poland, Sierra Leone, Singapore, Sweden, Union of Soviet Socialist Republics, United Kingdom, United States of America.

provided for equal pay for both men and women, their implementation in actual practice was not yet achieved. 893/ According to one country, the point had however been reached where there was no discrimination against married women in employment. 894/ One country which had ratified the ILO Convention observed that the Convention did not apply automatically in the private sector, since its implementation was principally the task of the labour market organization. 895/ In this connexion, another country declared that its Government had initiated a series of studies on the various problems associated with the implementation of the principle of equal pay and that these problems were being discussed with both sides of industry. 896/ One country stated that it had as yet no legislation providing for equal pay and non-discrimination in private employment. 897/ It was furthermore declared by another country that its Government had made a sustained effort to bring about a gradual rise in the wages of female workers. It said that in most branches of industry, women in the so-called "mixed posts" (e.g. equally suitable for men and women) already received the same wages as men in corresponding masculine functions, and the wages of women employed in "non-mixed" posts had risen considerably. 898/

232. As regards non-discrimination in employment, several countries indicated that women had equal access with men to employment. 899/ One country reported, however, that single women in public employment are normally required to resign on marriage and that married women are not generally eligible for appointment in such employment. 900/ One country mentioned that because equal pay and equal access to employment had been the rule in its Government for many years, it had set a competitive standard with a wide impact on private employment. 901/

233. Several countries gave the information that women workers received the same social benefits as men, including social security. 902/ In this connexion, one country declared that its social consumption funds were spent on pensions, education and maintenance of children in children's homes, temporary disability and maternity benefits, aid to mothers with large families and unmarried mothers, students' grants, free education and training, free and privileged passes to sanatoria and rest homes and maintaining that part of the nation's housing which was not covered by the low rents in force in the country. 903/

893/ Canada, Dominican Republic, Guatemala, Iran.

894/ Guatemala.

895/ Australia, Ireland, Finland.

896/ United Kingdom.

897/ Singapore.

898/ Netherlands.

899/ Australia, Argentina, Byelorussian SSR, China, Colombia, India, Iran, Iraq, Ivory Coast, Libya, Singapore, Sweden, Union of Soviet Socialist Republics, United States of America.

900/ Ireland.

901/ United States of America.

902/ Byelorussian SSR, China, Colombia, Ecuador, Iraq, Israel, Kuwait, Libya, Netherlands, Philippines, Sierra Leone, Sweden, Union of Soviet Socialist Republics, United States of America.

903/ Union of Soviet Socialist Republics.

234. As regards the pension rights of women, some countries said that they accorded these to their women workers. 904/ One country indicated that the retirement age for women after twenty years of work was sixty years and for men sixty-five years; in addition, the National Plan provided for a considerable raise in pensions over a period of the next three years. 905/ Another country said that wives are granted old-age pensions independently of their husbands, provided that they had, at one time, been paid workers, had registered themselves with the National Insurance Institute within six months of retirement and had regularly paid their small qualifying premiums. It was also added by the same country that these benefits enabled women to have the leisure to acquire a formal or higher education and to take an interest in communal and public affairs. Two countries indicated that in certain industrial occupations the old-age pension for women workers had been reduced from fifty-five to fifty years. 906/ In another country, its laws entitled people who had been gainfully employed between the ages of sixteen and sixty-five to additional pension benefits besides those received through the basic old-age pension scheme; in addition, the pensionable age for male and female workers employed by the Government was now sixty-five or sixty-seven for both sexes. The retiring age for female salaried staff in private industry had been raised to sixty-two, while for male salaried workers it was sixty-five. 907/

235. As regards taxation, one country indicated that it had gone ahead of many countries in allowing married women to elect to be separately assessed for income tax, and in allowing married women to opt to join the pensionable service. 908/ Another country declared that there was a steadily growing demand for the abolition of the joint taxation of married couples, which it was suggested should be replaced by a system of individual taxation whereby everybody should be assessed according to the same rules regardless of sex and marital status. This would avoid the threshold effect deterring women from returning to the labour market. Married men with wives working full-time at home would be liable to the same tax as single persons. The tax payable by the individual would not be affected by marriage. 909/ One country indicated that its tax rates on monthly wages exceeding the minimum taxable wage by up to twenty rubles had been reduced by an average of 25 per cent. 910/ Another country indicated that it intended to go further in abolishing and reducing income tax for some categories of manual and non-manual workers. 911/ Still another country said that it intended to have measures for married women relating to tax-free deductions which would raise the maximum and minimum rates. 912/

904/ Byelorussian SSR, Israel, Poland, Singapore, Sweden, Union of Soviet Socialist Republics.

905/ Poland.

906/ Byelorussian SSR, Union of Soviet Socialist Republics.

907/ Israel.

908/ Singapore.

909/ Sweden.

910/ Byelorussian SSR.

911/ Union of Soviet Socialist Republics.

912/ Netherlands.

236. Other comments relating to the employment of women were: (a) that the rights of working women were strongly represented by trade unions; 913/ (b) that no measures had been taken to equalize working conditions for women and men; 914/ and (c) that one country's Government was interested in improving employment conditions for women, particularly as relating to retirement rights and privileges. 915/

237. In the field of family law, two countries indicated that they had undertaken measures to ensure equality of rights and duties of husband and wife in family matters as well as measures to ensure to the wife full legal capacity, and the right on equal terms with her husband to acquire, enjoy and dispose of property. 916/

- (k) Measures aimed at creating a climate of opinion favourable to the principle of equality of men and women in the political, legal, economic, educational and social fields

238. Some countries stated that traditional attitudes were too rigid to be shaken 917/ or that an atmosphere favourable to equality already existed, 918/ while others reported that various measures had been taken to create a climate of opinion favourable to the principle of equality of men and women in various fields. 919/ A number of replies 920/ indicated that government departments or agencies had played an active part in such measures, 921/ and, in some instances, special commissions had been established to advise on the status of women, 922/ while, in others, Heads of State or other high officials had shown concern. 923/ Some Governments expressed the view that the fact that there were constitutional or other legal pronouncements in favour of equality also helped to create an atmosphere favourable to such equality. 924/ One country, 925/ however, observed that laws would be more effective if they were fully implemented and if women took advantage of the rights such laws conferred. Another country, 926/ noted in particular that the success of women as bankers, corporation directors and in the professions was publicized through the mass media. In another 927/ the celebration of Mother's Day as a public holiday was introduced to help promote the acceptance of equality of men and women. In yet another country, 928/ the

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- 913/ Israel.
 - 914/ Colombia.
 - 915/ Zambia.
 - 916/ Singapore, Sweden. See also under (l) below.
 - 917/ Colombia, Libya.
 - 918/ Israel, (with certain exceptions), United Kingdom (Cayman Islands).
 - 919/ Austria, Cambodia, Canada, China, Guatemala.
 - 920/ Austria, Canada, Finland, Iran, Iraq, Netherlands (Surinam), Poland, Singapore, Sweden, United States of America.
 - 921/ Austria, Canada.
 - 922/ Finland, United States of America.
 - 923/ Cambodia, Iran, Ivory Coast, Sweden, United States of America.
 - 924/ China, Israel, Libya, New Zealand, Philippines.
 - 925/ Singapore.
 - 926/ United States of America.
 - 927/ Malawi.
 - 928/ Zambia.

Government made grants and loans available to women's groups for co-operative, self-help and development projects which by promoting the economic status of women contributed to creating an atmosphere favourable to equality.

239. The role played by women's organizations was also stressed by a number of countries. 929/ It was noted in particular that such organizations could act as pressure groups and as agencies for the education of public opinion. In one country, it was said that in view of the interest displayed by many men in the question of equality of the sexes, women's organizations had opened their membership to them. 930/ Other organizations, both political and non-political, including trade unions, were also reported by some countries 931/ to play an important role in creating an atmosphere favourable to equality. In one country the political leaders had launched a campaign to explain the provisions of the Civil Code establishing the equality of men and women in marriage, outlawing polygamy and providing for the division of joint estates; this campaign was said to have had a profound effect throughout the country. 932/ In another country political parties and women's and young people's organizations had produced programmes or manifestoes on the subject of equality of men and women. 933/

240. A measure which many countries agreed to be important in creating an atmosphere favourable to the equality of women was the education of women to remedy ignorance and apathy and to appreciate their rights. The public in general also needed to be educated to abandon traditional beliefs and norms about the inequality of men and women. In order that measures to eliminate the inequality of the sexes be well grounded, sociological research into the current situation was necessary and had been done in some countries. In one 934/ an increasing interest had been shown in sociological research concerning the attitudes to the participation of women through the appointment of a Government Committee to study the status of women. In another 935/ an elaborate work of research and publications by government, as well as by private bodies, had been and was being conducted.

241. The role of mass media was particularly emphasized by several countries 936/ as playing an important part in reshaping public opinion in general and the self-image of women in particular. In one country, for example, mass media had conducted round-table discussions on sex equality in all fields. 937/ In another a radio debate had been staged in which the leaders of all political parties had been asked to state what their respective parties had done to solve the sex role question and what measures had been taken to increase female representation in public elections. 938/ In another country news articles featuring the success of women in important fields were being published and had proved successful. 939/

929/ Canada, Ivory Coast, Mauritania, Netherlands (Surinam), Poland, Singapore, Sweden, Tunisia, Zambia.

930/ Sweden.

931/ Finland, Ivory Coast, Poland, Sweden.

932/ Ivory Coast.

933/ Sweden.

934/ Finland.

935/ Sweden.

936/ Austria, Canada, Iran, Ivory Coast, Poland, Sweden, United States of America.

937/ Ivory Coast.

938/ Sweden.

939/ United States of America.

242. Notwithstanding these and other measures taken to help create a climate of public opinion favourable to the principle of equality of men and women, it was acknowledged that the process was of a long duration and that much remained to be done. 940/ Even though the result of the efforts made in one country had been the powerful growth of opinion in support of a revision of sex roles with the consequence that any political proposals must be thoroughly scrutinized with respect to their equality aspects, those efforts were still inadequate to offer any hope of practical equality between men and women for a long time to come. 941/ One country laid stress on the fact that women were largely not aware of the manner in which to exercise their rights, or even of the existence of such rights. 942/ Another stated the task ahead to be one of both practical measures on the part of the authorities and a wide programme of education aimed at altering the traditional attitudes of both men and women with respect to their equality in all fields. 943/

(1) Other measures

243. A number of Governments 944/ reported on other measures to increase women's contribution to the economic and social development of their countries. The reports either asserted that such measures existed or were envisaged without specifying the measures 945/ or, as was generally the case, they specified the measures covering a wide spectrum of social and economic fields. Included in these were health 946/ and nutrition, 947/ home economics, 948/ housing, 949/ social work, 950/ the care of children 951/ and the establishment of kindergartens, 952/ education, 953/ family planning, 954/ labour market, 955/ community development, 956/ the co-operative movement, 957/ organizational machinery for action 958/ and family law. 959/

244. One country 960/ reported that in order to maintain the supply of personnel for hospitals, preparatory nursing schools had been established to train girls under the age of seventeen who could not be accepted into the regular nursing schools. The girls in these preparatory nursing schools, as in regular nursing schools, attended free of cost. In regular schools, the girls received an allowance during their period of training. Measures similar to the training of

940/ Poland, Singapore, Sweden.

941/ Sweden.

942/ Singapore.

943/ Sweden.

944/ Austria, Colombia, Guatemala, Hungary, Iraq, Japan, Malaysia, Mexico, Netherlands, Nigeria, Sweden.

945/ Iraq.

946/ Austria.

947/ Malaysia.

948/ Malaysia.

949/ Sweden.

950/ Austria.

951/ Hungary.

952/ Sweden.

953/ Colombia, Guatemala, Hungary.

954/ Colombia, Malaysia, Tunisia.

955/ Netherlands, Sweden.

956/ Malaysia, Guatemala, Spain.

957/ Hungary, Japan, Nigeria.

958/ Hungary, Japan, Netherlands.

959/ Sweden.

960/ Austria.

nurses in preparatory schools were also taken in an attempt to make good the shortage of social workers in certain areas of the country. Another country stated that training in home economics, nutrition, sociology, family planning, and community development would enable women to participate more actively in the country's development. 961/ Yet another reported that long-term plans for a nation-wide expansion of education and literary campaigns as well as for programmes of family planning were expected to bring important benefits to women in the long run with respect to education. 962/ According to one country it was the prime duty of the national women's movement to endeavour to improve the position of women in schooling, qualification and culture. 963/ To this end, the movement arranged lectures in professional circles and clubs which were annually attended by a large number of women. In addition to strengthening the connexion between school and family as well as propagating the modern principles of education, it was also a task for the movement to help mothers in the modern upbringing of their children. This goal was promoted by the parents' associations whose task it was to lend support to the educational establishments, to extend parents' knowledge of pedagogy and to discuss problems concerning family education.

245. With respect to the establishment of kindergartens and the improvement of housing conditions, one country mentioned the contributions of the largest employees' organization which had shown particular interest in and increased support for the building of kindergartens to provide the children of working parents with proper supervision and had also launched a campaign for better service on housing estates. 964/ In the field of labour market policy too, the organization had shown awareness of the equality of the sexes. In a labour market policy programme adopted in 1967, it had stressed that the aim of such policy "must be increasingly directed towards the creation of employment opportunities for all the family". The same Government also reported that at a conference, organized by the National Labour Market Board and the Women's Labour Market Committee and attended by the leaders of the major employees' organizations, all the delegates had supported the principle of equal conditions for men and women on the labour market and had also demanded a revision of the income tax system as well as changes in the social insurance system. Another country suggested that the attention of the textile ready-made clothing and food manufacturing industries should be drawn to the labour reserve in rural districts; it also suggested the re-evaluation of roles in occupations hitherto considered feminine and vice versa. 965/

246. In relation to community development, one country stated that a technique for increasing the participation by women was the co-ordination of government departments, all voluntary bodies, all units in the private sector and everyone concerned with the planning and implementation of the community development projects in an effort to make it easily and increasingly possible for women to play their role in an integrated development of the nation. 966/ Another reported that the Government had established urban and rural centres for community development and the provision of welfare services. 967/

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- 961/ Malaysia.
 - 962/ Colombia.
 - 963/ Hungary.
 - 964/ Sweden.
 - 965/ Netherlands.
 - 966/ Malaysia.
 - 967/ Mexico.

247. Among the countries which reported on co-operatives, one stated that with the right type of education, leadership and organization into co-operative societies, women could be assisted to contribute to and accumulate capital for projects which could enhance their area of concern. 968/ This was particularly necessitated by the great national need for capital. If women, through their co-operatives, purchased expensive enterprises and owned them jointly, or organized their trade unions more effectively, their contribution to national economy could be far greater than was the case at the time.

248. Another country reported on the activities of the national women's movement which was based on a co-operative endeavour and voluntary work. 969/ The movement operated in close collaboration with the other social organizations devoting paramount importance to collaboration with State institutions, councillors and members of Parliament. The incorporation of women in many-sided activities for social progress was said to be the prime objective of the movement. To perform the wide functions in this regard, there existed a National Women's Council which was assisted by social committees composed of specialists in such fields as legal and family protection, household arts, economics, agriculture, pedagogy, culture and foreign relations. In yet another country co-operatives which were reported to exist throughout the country had women's departments. 970/ Among the fields of co-operative movement were agriculture and fishery.

249. Perhaps the most elaborate reply to sub-paragraph (1) of question 7 concerned measures taken or envisaged by one country in the field of family law. 971/ The Government reported that the current law which had come into force on 1 January 1921 had been based on the principle of equality of men and women. The spouses therefore had identical personal and property rights and obligations whether during marriage or on divorce. Notwithstanding the large measure of equality in the existing law it was necessary to up-date certain aspects of the law. A proposal put forward in 1964 by a Committee on family law provided for certain amendments towards this objective. The lowering of the marriageable age for men to 20, or even equating it with that of women by making it 18, was suggested. A number of proposals were also made to ensure equality with respect to joint property. Thus to remedy a situation where one party was unduly reducing his or her share in the joint property, it was proposed to extend the possibilities for either spouse to obtain judicial division of the joint property. Provisions for reversionary partition in the event of divorce or a decree nisi were also proposed to exclude the sharing of property acquired by inheritance, deed of gift or legacy. The proposal was aimed at preventing either spouse from "divorcing into money". Another proposal in this connexion was to permit the spouses to waive their rights to each other's share of the joint property. Further suggestions for awarding the common home to the spouse most in need of it and for setting aside goods or chattels which were for the personal use of the children were made.

250. On the rights of the children, the Governments reported that the code concerning parenthood and guardianship contained regulations dealing with the position of legitimate and illegitimate children. Special safeguards were made for the security and the support of the illegitimate child by the father even if he had not acknowledged paternity. If the father was given custody, it was then for the

968/ Nigeria.
969/ Hungary.
970/ Japan.
971/ Sweden.

mother to give financial assistance. These regulations had in turn been of great importance to the social and economic status of unmarried mothers. A special child welfare officer was appointed to assist unmarried mothers and their children until the children reached the age of seventeen. With respect to adopted children, the Government mentioned that they essentially had the same rights as children born in wedlock.

QUESTION 8: Have any particular methods or techniques been found to be especially effective in overcoming the problems encountered, and in increasing the contribution of women to the economic and social development of the country?

251. Several countries emphasized the importance of education for overcoming traditional attitudes which were hampering the full participation of women in national development. 972/ One country suggested that publicity directed at reorientating the attitudes of employers, husbands and women themselves was a valuable method in increasing women's participation. 973/ In this connexion Press, radio, and audio-visual methods were mentioned. 974/

252. Another country 975/ pointed out that the equality of men and women in law and the awareness of women of that equality proved to be a very effective incentive for their participation in development. One reply suggested the actual participation of women in community and national life, in order that men would become used to working and collaborating with them, 976/ while another indicated that plans relating to women should be evaluated and integrated in the total development plans. 977/ A further observation was that economic incentives, as well as recreational and entertainment activities proved to stimulate women's interest to be involved in development programmes. 978/ Some countries emphasized the role of non-governmental organizations in training women for jobs which would raise the standard of living of the family and at the same time increase productivity. 979/

253. Other countries mentioned training of social 980/ workers and development of cottage industry. 981/

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- 972/ Colombia, Congo (Brazzaville), Finland, Guatemala, Kenya, Iraq, Philippines, Poland, Singapore, Somalia, United States of America, Zambia.
973/ New Zealand.
974/ Botswana, Poland, Sierra Leone, Sweden.
975/ Mexico.
976/ Philippines.
977/ Pakistan.
978/ Libya.
979/ Colombia, Cyprus, Kenya.
980/ Pakistan.
981/ Colombia.

254. In one country the Minister of Labour is advised by a special Women's Consultative Committee which is able to focus attention on employment problems in which women's interests are particularly affected. It consists of representatives of employers and workers and others who are particularly knowledgeable in this field. The same country reported that the establishment of Industrial Training Boards for particular industries had enabled special attention to be given to problems of women's training in industries where substantial numbers of women were employed. The establishment of Economic Development Committees for particular industries had similarly enabled attention to be given to efforts to promote the employment of women and their consideration at industry level, including such questions as adjustment of working hours, labour turnover and employer and trade unions attitudes on these matters. It also considered that women entering and re-entering employment would benefit from an occupational guidance service for adults which was established within the public employment service. 982/

255. In order to overcome problems of population control and to enable women to pay more attention to and understand family planning, in one country measures for wide dissemination of the knowledge of family planning had been taken. 983/ Some countries observed that one of the effective methods is working with women through women. 984/ In this connexion encouraging leadership of women in development programmes was recommended. 985/ One country as an example pointed out that the fact that maternal and child welfare clinics had been staffed by women doctors, nurses and midwives had helped in making women respond positively to the services offered by these clinics. 986/

E. Assistance required

QUESTION 9: In what fields or specific areas would assistance, available through the technical co-operation programme of the United Nations system of organizations, be helpful in overcoming the problems encountered and in increasing women's contribution to national economic and social development?

256. One country indicated that assistance would be welcomed in nearly all areas of the economic and social field. 987/ A number of countries replied that, in order to overcome the problems that women encountered in executing their roles in national development, assistance in the field of education and training was of the greatest importance. 988/ In this connexion the view was expressed that education not only opened up avenues of gainful employment for women but helped to overcome superstitions and customs that had subjected women to less desirable treatment. 989/ The same country noted that economic freedom was an ally of education that could enhance the position of women.

982/ United Kingdom.

983/ China.

984/ India, Pakistan and Singapore.

985/ India.

986/ Singapore.

987/ Togo.

988/ Colombia, (Congo (Brazzaville), Cyprus, Dominican Republic, Ghana, Guatemala, India, Libya, Malawi, Mauritania, Nicaragua, Nigeria, Pakistan, Rwanda, Sierra Leone, Togo.

989/ Nigeria.

257. One country stated that assistance in this field should be aimed at creating increased educational opportunities for women, with career prospects afterwards. 990/ Another indicated that assistance in the following would be helpful: primary and secondary education, adult education, technical and vocational education at the post-matriculation level, and counselling and guidance. 991/ In another reply it was said that assistance was needed in the promotion and development of educational programmes designed to enable women to take their rightful place in modern society through skilled technical training and to play a more effective and useful role in the traditional set-up through training in homecraft and mothercraft. 992/ Several countries emphasized their needs in the area of literacy and adult education programmes. 993/ One country stated that its national women's organizations would welcome opportunities to study the organizational methods of their counterparts in other lands. 994/ A number of other replies specifically mentioned home economics, 995/ and handicrafts and cottage industries 996/ as areas requiring aid. In this connexion one Government emphasized the need for training in the use of local materials in making handicrafts that would appeal to an international market, pointing out that such small-scale industries constituted a major source of income for developing countries. 997/

258. Some countries emphasized the need for assistance in training for women in agriculture. 998/ In this connexion one country mentioned that it required assistance in investigating the role of women in agricultural production, as well as in obtaining essential rural machinery which would enable women to increase their productivity and relieve them of many minor but necessary duties that they must perform during the day. 999/

259. The need for assistance in the establishment and improvement of marketing systems in relation to women's production efforts was also mentioned in one reply. 1000/ Some countries required help in assessing the employment situation of women and the possible fields of their social and economic activities, as well as in suggesting methods for their gainful employment. 1001/ One reply indicated that assistance in training women in economic and social planning would be helpful. 1002/

260. Several countries indicated that assistance was needed in community development. 1003/ Leadership training was also mentioned in this connexion. 1004/ One country replied that it required help with its community education programme

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- 990/ Malawi.
 - 991/ Pakistan.
 - 992/ United Republic of Tanzania.
 - 993/ Botswana, Ghana, Guatemala, Libya.
 - 994/ Western Samoa.
 - 995/ Botswana, Cyprus, Dominican Republic, Ghana, Iraq, Ivory Coast, Libya.
 - 996/ Barbados, Cyprus, Guatemala, Nigeria, Philippines.
 - 997/ Nigeria.
 - 998/ Dominican Republic, Ghana, Ivory Coast, Togo.
 - 999/ Ivory Coast.
 - 1000/ United Republic of Tanzania.
 - 1001/ Pakistan, United Republic of Tanzania.
 - 1002/ Philippines.
 - 1003/ Ivory Coast, Libya, Rwanda, Sierra Leone.
 - 1004/ Malaysia.

which embraced child care and home management; that programme emphasized the emotional and social needs of the child and the importance of improved family living with a view to encouraging a high level of responsibility towards children and family. 1005/

261. One country reported that assistance in recruiting women specialists in the field of social services and related fields would be useful. 1006/ Assistance in the establishment of nursery schools and day-care centres designed to meet the needs of pre-school-age children in both urban and rural areas and make mothers available to take part in development programmes was also cited. 1007/ One country reported that the main assistance required, if women were to play a full part in the development of a country, was in the area of family planning, and the need was expressed for a more intensive campaign to promote family planning. 1008/ The same country emphasized its need for assistance in training women for the hotel industry, pointing out that this could provide intermittent employment not inconsistent with child care. Assistance in health 1009/ and nutrition 1010/ was mentioned by a number of countries. One country reported that assistance was needed in the field of social defence to overcome problems created by the migration of girls from rural areas to cities, where they were frequently unemployed and indulged in socially reprehensible activities. 1011/

262. One country expressed the need for assistance in the field of local government. 1012/ Another expressed the view that assistance was required in setting up training schemes to help women qualify for middle-level management and administrative posts. 1013/ It was also suggested in one reply that in order to increase the efficiency and morale of women employees of Government, an advisory committee might work with the civil service in setting up regulations which would provide for equal performance, responsibilities, rights and privileges for women and men in government service, thus contributing to the elimination of existing "wastage" of service among women employees. 1014/

QUESTION 10: What forms of such assistance available through the technical co-operation programmes of the United Nations system of organizations would be useful (e.g., seminars, fellowships, services of experts and consultants, training courses, special projects, surveys)?

263. Most of the Governments which answered this question considered that all the forms of assistance mentioned would be valuable. Many replies stressed the

1005/ Barbados.
1006/ Somalia.
1007/ Ivory Coast, United Republic of Tanzania.
1008/ United Kingdom (Seychelles).
1009/ India, Libya, Sierra Leone.
1010/ Barbados, Botswana, Colombia, Ivory Coast.
1011/ Ivory Coast.
1012/ United Arab Republic.
1013/ Barbados.
1014/ Zambia.

usefulness of seminars in particular. 1015/ A suggestion was made that regional seminars should be organized to emphasize the importance of women's contribution to national development and planning. 1016/ In this connexion, two replies also stated that national seminars on the role of women in national development should be held, followed by seminars at the provincial and district levels, which might make women more aware of their potential contribution to development. 1017/ Another suggestion was that regional seminars and courses be used for training leaders and volunteers. 1018/ Some countries also suggested the organization of training courses and special projects. 1019/ It was observed that the participation in seminars and conferences of responsible and key persons connected with community development would be effective. 1020/ One country, noting the tendency of its women not to avail themselves of opportunities for training in the technical specialities of modern industry, stated that the example of women in other countries with similar economies and information on how they were encouraged to equip themselves in technological fields could be of assistance in overcoming this problem; it pointed out that the good offices of the United Nations might be helpful in arranging such an exchange of information. 1021/ Another country, commenting on the usefulness of seminars organized by the United Nations and the specialized agencies suggested that the Commission on the Status of Women consider how to develop an exchange of information on the results of sociological and psychological research relating to the situation of women in the changing world. 1022/ A further suggestion was made that regional conferences be organized among countries of similar traditional, social and cultural backgrounds to study problems encountered and find appropriate solutions. 1023/

264. Fellowships were also mentioned as a very useful method of assistance by many countries, 1024/ and one country stressed that it was important for the beneficiaries to return home to benefit their communities. 1025/ One country suggested that a plan comprising seminars and fellowships for nationals, co-ordinated with assistance from experts who would initiate programmes for the advancement of women, be continued under the direction of the nationals who had received training. 1026/ Other countries indicated that they needed fellowships for the training of local leaders and experts and for the training of personnel in child care; it was suggested that such assistance would be available through the United Nations Educational, Scientific and Cultural Organization (UNESCO) or the United Nations Children's Fund (UNICEF). 1027/ It was also pointed out in one reply that the World Health Organization (WHO) had given fellowships, for study abroad, to women officers in charge of maternal and child health services. 1028/

1015/ Barbados, Cambodia, Canada, Colombia, Congo (Brazzaville), Dominican Republic, Iran, Iraq, Panama, Philippines, Poland, Togo, Western Samoa.

1016/ Barbados. According to Guatemala, seminars should be organized at both the national and regional levels.

1017/ Colombia, Zambia.

1018/ Bolivia.

1019/ Somalia, Western Samoa.

1020/ Barbados, Libya.

1021/ Canada.

1022/ Poland.

1023/ Guatemala, Libya.

1024/ Barbados, Botswana, Congo (Brazzaville), India, Nicaragua, Pakistan, Sierra Leone, Somalia, United Arab Republic, United Republic of Tanzania, Western Samoa.

1025/ Guatemala.

1026/ Nicaragua.

1027/ Barbados, Botswana, Pakistan.

1028/ India.

265. Several countries saw a need for experts and consultants in different fields of assistance. 1029/ One suggested short-term study missions which would survey and identify problems hampering the advancement of women. 1030/ Another desired the services of a short-term technical expert to assist the 1,200 women's clubs, to train leaders and staff in specific craft skills, such as needlework, basketry, bead work, traditional dress, and to help in organizing sales machinery to sell products to local markets, as well as to tourists. 1031/ One country saw a need for junior experts and OPEK staff members who would help in developing operational and executive services, where a great lack of technical staff existed. 1032/ Other forms of assistance from experts mentioned included making studies and undertaking surveys, organization of work in different administrative branches, formation of co-operatives, creation of cadres of competent personnel 1033/ and technical specialists speaking local languages. 1034/ One country further indicated that it would be helpful to form a pool of national experts, particularly professional social workers and trained volunteers. 1035/ Another suggestion was that whenever practicable women should be included in teams of experts and advisers visiting countries where the involvement of women in national affairs required improvement. 1036/ Another country observed that the International Labour Organisation (ILO) might provide designers for cottage industries, and also officers to organize training courses on subjects, such as management and administration, and organization and methods, as well as courses for training supervisors. 1037/

266. Some countries also mentioned the need for financial assistance. 1038/ One pointed out that assistance of capital was urgently needed to develop resources already discovered, but not yet being fully utilized, indicating that lack of capital had seriously slowed down progress in the implementation of the modest targets set in the national development plan. 1039/ Another country stressed the need for both technical and financial support for local training programmes for women at District Training Centres, for technical support for projects and programmes open to the participation of women, and for technical or financial assistance for voluntary women's organizations to enable them to undertake economic and social activities within the country, including the carrying out of surveys relating to women's roles, small-scale industries, commercial projects and specific national seminars. 1040/

267. Among other required forms of assistance, several countries mentioned surveys. 1041/ One country considered that surveys would be helpful in the field of primary education 1042/ while another mentioned them as a basis for research plans in the field of nutrition. 1043/

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- 1029/ Bolivia, Cameroon, Cyprus, Iran, Libya, Mauritania, Sierra Leone, Togo, Zambia.
1030/ Mauritania.
1031/ Zambia.
1032/ Libya.
1033/ Cameroon.
1034/ Bolivia.
1035/ Bolivia.
1036/ Barbados.
1037/ Barbados.
1038/ Malawi, Nigeria, United Republic of Tanzania.
1039/ Nigeria.
1040/ United Republic of Tanzania.
1041/ Botswana, Cyprus, Ghana, Pakistan, Sierra Leone, United Arab Republic, Zambia.
1042/ Pakistan.
1043/ Zambia.

QUESTION 11: What priority in relation to other technical assistance projects would the Government accord projects aimed at the advancement of women in economic and social fields?

268. A number of the replies received indicated that high priority was given to projects aimed at the advancement of women without, however, in most cases stating the relative priority in relation to other projects. 1044/ One country replied that first priority was given to programmes relating to the education and training of women, then to the preparation and education of women for accepting responsibility in the social and economic development of the country, especially in rural areas, and finally to the preparation of women for their political role. 1045/ Two countries stated that projects pertaining to the advancement of women would receive priority according to their specific nature and the extent of their contribution to national development; consequently projects that could influence a majority of women, especially in the rural areas and in the fields of health, education, nutrition and social development would be given priority over projects meant for smaller groups of women. 1046/ One Government replied that it tried to accord relative priority to projects which, by and large, involved women's participation in development, although not specifically aimed at the advancement of women in the social and economic spheres; great emphasis was laid on the training of women in all programmes directed towards the improvement of the health and living conditions of the family. 1047/ Another country replied that, within the social welfare sector, women's welfare had been accorded second place after child welfare services. 1048/ One Government replied that its interest in projects for the advancement of women, particularly in the social field, was reflected by the appointment of a woman to direct the country's social assistance programmes. 1049/ Another country indicated that in the Department of Community Development high priority would be given to the services of short-term technical experts to assist in crafts training and to any proposal for a national seminar on the role of women in national development. 1050/

269. Three countries replied that low priority would be accorded to projects for the advancement of women, 1051/ one of them giving the reason as being the high status that women enjoyed and the high priority given to economic projects. 1052/ Another country replied that, although great importance was given to projects aimed at the advancement of women in economic and social fields, the question of their priority in relation to other projects had not yet been decided. 1053/

1044/ Barbados, Cambodia, Cyprus, Dominican Republic, Ghana, India, Iran, Iraq, Libya, Mexico, Nicaragua, Pakistan, Panama, Sierra Leone, Somalia, United Arab Republic, United Kingdom (Cayman Islands), United Republic of Tanzania.
1045/ Iran.
1046/ Guatemala, Pakistan.
1047/ United Republic of Tanzania.
1048/ India.
1049/ Nicaragua.
1050/ Zambia.
1051/ Colombia, Philippines, Western Samoa.
1052/ Philippines.
1053/ Malaysia.

QUESTION 12: In carrying out technical co-operation projects of programmes within the country, is full account taken of the potential role of women in helping to achieve the objectives of such projects or programmes? Please elaborate.

270. Several countries reported that full account was taken of the potential role of women in helping to execute technical co-operation projects or programmes. 1054/ One country stressed that this was especially the case in projects of a social nature. 1055/ Another country reported by way of example that if its applied nutrition programme was carried out adequate attention would be given to the role of women, since that was vital for the successful execution of that programme. 1056/ One Government noted that full account was taken of women's potential role by making it possible for qualified women to take advantage of available training programmes at home and abroad, and by making them eligible for appointment to posts for which they became qualified. 1057/ Another country, noting that no technical co-operation activity could be fully satisfactory unless it had the full co-operation of the whole population, expressed the view that, although women were in a position, through their influence in the home and on the formation of social values, to play a leading role in any kind of activity, their contribution to development as such had, to date, tended to be small. 1058/

271. The observation was made by some countries that fuller account was taken of the potential role of women in programmes concerning teaching, the family, children, nursing, home economics, social welfare and community development than in other areas. 1059/ One country reported in this connexion that in training and the award of fellowships in the social field account was taken of the potential role of women but that they were totally disregarded in economic and scientific programmes. 1060/ Another country replied that, although the potential role of women in the development of a crafts programme was fully recognized, it was doubtful if the Government at the higher level was fully aware of the need for improving the status of women. 1061/ One Government pointed out that little attention had been given to the role of women in its previous development plans and that most benefits for women had been inherent in the general improvement of economic and social conditions; however, the development plan beginning in 1968 had included a project for training women in rural social work, which was considered as indicating an increasing awareness of the need to include women in the immediate plans for the development of the country. 1062/

1054/ Bolivia, Cambodia, Cyprus, Dominican Republic, Ghana, Guatemala, India, Libya, Malaysia, Mauritania, Mexico, Pakistan, Philippines, Sierra Leone, United Arab Republic, United Kingdom (Cayman Islands).

1055/ Cyprus.

1056/ Malaysia.

1057/ Sierra Leone.

1058/ Mauritania.

1059/ Barbados, Ghana.

1060/ Colombia.

1061/ Zambia.

1062/ Iran.

272. Some countries replied that in carrying out technical co-operation projects women were either not always, 1063/ or not at all, 1064/ taken into consideration and one pointed out that at the present stage of development women could not play an important role in achieving the objectives of these programmes. 1065/ The observation was made that this could be attributed to the fact that technical co-operation projects were too often based on purely modern economic factors, without considering in most cases the traditional and sociological factors. 1066/ The same reply, however, pointed out that women were taken into consideration in those projects which were of particular and direct concern to them.

QUESTION 13: What forms of action by the United Nations, other than technical co-operation, would be helpful in overcoming the problems encountered and in increasing women's contribution to national economic and social development? (e.g., studies of specific questions, preparation of conventions or declaration on specific topics)

Studies and research

273. Several countries emphasized the need for studies and research to be undertaken by the United Nations, 1067/ and, in some instances, suggested topics for consideration. One Government suggested that the United Nations should endeavour to create a climate of opinion favourable to giving a more important role to women in political organs of the nation. 1068/ Another reply pointed out that the global scope and recognized impartiality of United Nations studies and reports helped to produce a considerable impact on the orientation of national studies and development programmes. 1069/

274. The same country considered that it would be useful for further studies to be made on the implementation of the principle of equal pay for equal work under different remuneration systems, on the actual salary levels of women in public and private employment and on plans for developing day-care facilities for children, with particular reference to the expected increase in the active participation of women in national economic and social development. It was also suggested that, in order to assist in the planning and orientation of programmes for day care, as well as the education and training of children, it would be useful to collect material concerning the relevance of parental care and institutional care of children at different age levels. 1070/ Further suggestions by the same country were that a comparative survey of societies with different sex role patterns be undertaken, and that material be collected concerning attitudes, prejudices, beliefs and traditions connected with the status of women.

1063/ Argentina, United Republic of Tanzania.

1064/ Iraq, Malawi, Nicaragua.

1065/ Somalia.

1066/ United Republic of Tanzania.

1067/ Congo (Brazzaville), Cyprus, Ghana, Finland, Iraq, Libya.

1068/ Somalia.

1069/ Finland.

1070/ Finland.

275. Other countries suggested the need for studies on the nature and extent of women's participation in national development, including the problems involved; 1071/ trends, attitudes and problems connected with the status of women and their contribution to national economic and social development; 1072/ problems encountered by women and their families in a period of rapid technological change; 1073/ and the problems of overcoming social prejudices against women. 1074/

276. Various aspects of the education of women, especially in rural areas, were also recommended as topics for study. One country, for example, called for studies bearing on literacy and adult education, 1075/ and another suggested that the following, in particular, be examined: the specific measures necessary to popularize education in rural areas, the incentives needed for educated girls to work in rural areas, and the methods of adult education which could be of immediate benefit to illiterate women. 1076/

International conventions and declarations

277. Several countries stressed the need for wider implementation of the principles contained in the Declaration on the Elimination of Discrimination against Women. 1077/ Several also expressed the view that the preparation of declarations and conventions on specific topics by the United Nations were most useful in highlighting the problems of women and in helping to ensure their increased participation in national economic and social development, and they urged the ratification of existing instruments. 1078/ One country noted that in the field of family law, with the exception of the Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages, legally binding international instruments were still missing, and it suggested that further conventions in this field should be prepared. 1079/ Another country believed that the assistance of the Commission on the Status of Women in framing national legislation would be valuable. 1080/

Other forms of action suggested

278. A number of countries expressed the view that regional conferences, seminars, and other methods of enabling those interested in the advancement of women to consult each other and exchange experiences were needed, especially in developing

1071/ United Republic of Tanzania.

1072/ Libya.

1073/ Philippines.

1074/ Cyprus.

1075/ Sierra Leone.

1076/ Pakistan.

1077/ Argentina, Finland, Guatemala, Mexico, Pakistan.

1078/ Canada, Cyprus, Dominican Republic, Ghana, Honduras, Pakistan, Poland, United Arab Republic.

1079/ Finland.

1080/ Iran.

countries. 1081/ In this connexion the value of exchanging knowledge and experiences was emphasized. One suggestion was that a programme of cultural exchanges among women and girls from rural areas be organized. 1082/ Another was that the United Nations would be helpful in organizing an exchange of visits in order to enable women to benefit from the experiences of other countries. 1083/

279. Other replies stressed that greater knowledge about the work of the United Nations and of the specialized agencies to promote the status of women was required and urged the widest dissemination of information through all available means. 1084/

280. One Government suggested that the United Nations should adopt recommendations urging Member States to take greater account of women in planning the economic and social development of their countries and to make more extensive use of women in the public and private sector. 1085/ Another suggestion was that more women should be employed in the United Nations Secretariat at all levels and that the post of Secretary-General should alternate between a man and a woman. 1086/

281. One reply stressed the need for the United Nations to find ways of increasing its contribution to family planning programmes and overcoming resistance to such programmes. 1087/

282. A further suggestion considered helpful to the advancement of women was action designed to ensure peace and security in the world. 1088/

F. The role of non-governmental organizations

QUESTION 14: How many non-governmental organizations help in overcoming the problems encountered and in increasing women's contribution to national economic and social development?

283. Virtually all the Governments which answered question 14 stressed the important role of non-governmental organizations in helping women to increase their contribution to national development. In many instances the activities of such organizations within the country were described. 1089/ Only one reported that there was no significant private organization in the country. 1090/

1081/ Guatemala. See also para. 8 above.

1082/ India.

1083/ Togo.

1084/ Pakistan.

1085/ Nicaragua.

1086/ United Kingdom (Cayman Islands).

1087/ Finland.

1088/ Poland.

1089/ Argentina, Austria, Bulgaria, Cambodia, Canada, Ceylon, Dominican Republic, Honduras, Italy, India, Ivory Coast, Kenya, Malaysia, Malta, Netherlands (Surinam), Nigeria, Poland, Singapore, United States of America, Yugoslavia.

1090/ Somalia.

284. Several replies stressed the need for better co-ordination of activities of non-governmental organizations to avoid duplication of effort, 1091/ and for closer co-operation with government agencies and government projects and programmes to ensure that maximum benefits be accorded to women. 1092/ Some countries also drew attention to the need for government support of non-governmental organizations, 1093/ especially in areas where they were only beginning to be established. 1094/ One country also expressed the view that such bodies should organize themselves on a more systematic and continuous basis, should have a more professional approach to their activities, and provide leadership of high calibre. 1095/

285. Many suggestions were advanced as to how non-governmental organizations could help in overcoming problems encountered by women, and in increasing their contribution to development.

286. It was said, for example, that non-governmental organizations had an important task in organizing and activating women as members, in educating them and increasing their self-confidence, in eradicating traditional attitudes incompatible with modern society, in giving women opportunities for exercising leadership in responsible positions, in developing activities designed to facilitate the full participation of women in the economic, social and political life of society, in submitting initiatives to decision-making bodies, and in studying and debating official proposals made in this field. 1096/

287. Another reply summed up the contribution of non-governmental organizations as being in the areas of information, propaganda, study, participation and evaluation. 1097/ Elaborating on this suggestion, the Government said that non-governmental organizations could make a valuable contribution to the dissemination of ideas contained in international conventions, and help to promote understanding of the need to bring national legislation into line with international norms; they could study the contribution of women workers to the economic and social development of the country, with a view to ascertaining the extent to which women increased the economic wealth of the nation; they could provide training for women, especially in such matters as trade-union activities, vocational training, civic education, and co-operatives; they could undertake pioneer service experiments (for example, the study of the establishment of family services to help women in their domestic duties); they could study devices for easing the work of mothers, and through such social experiments, induce the public sector to participate in or assume responsibility for those services; and they could take part in planning commissions as advisers and suggest measures to be adopted, or point out difficulties of implementation.

288. Another reply listed the following ways in which women's non-governmental organizations could contribute: (a) they could communicate with similar organizations elsewhere and observe the efforts, methods and results achieved,

1091/ Ceylon, Ecuador, Panama.

1092/ Nicaragua, Philippines, Sierra Leone, United Arab Republic.

1093/ Argentina, Colombia, Malta.

1094/ Zambia.

1095/ Philippines.

1096/ Finland.

1097/ France.

and determine ways in which the potential of women could be realized; (b) they could evaluate local conditions and define the problems and goals towards which effort should be directed; (c) they could evaluate and identify the factors resisting or obstructing the achievement of these objectives; (d) they could use all media of communication to promote public support for, and to advance the cause of women; (e) they could assist women in taking advantage of their rights and responsibilities through the dissemination of information on these matters, including civil and political rights, educational needs and opportunities of women, public and private employment practices relating to women, and social attitudes and pressures and economic considerations shaping the roles to be assumed by women in society; they could function as liaison agencies between the Government and the public; (g) they could promote women's participation in the economic and social movement through their interest in the family and children; (h) they could increase the utilization of women's special talents in the fields of social welfare; and (i) they could assist in developing new attitudes to the changing role of women among the younger generation and among mature men and women. 1098/

289. Other replies also stressed some of the above recommendations. Several countries, for example, emphasized that non-governmental organizations, especially women's organizations, should have a voice in the preparation and execution of national development plans. 1099/ In this connexion it was pointed out that such organizations translated into concrete and practical programmes national development plans at local and central levels. 1100/ It was noted also that women's groups should make themselves heard at community and national levels, and should be able to formulate suggestions after studying national issues. 1101/

290. Several replies also mentioned the valuable role of non-governmental organizations in helping to change attitudes and influence public opinion, and also in importing information. 1102/ One country emphasized in particular the part such organizations played in ensuring that women, especially the less educated ones, understood their legal position. 1103/ Another drew attention to the achievements of such bodies in helping women to find their place in society. 1104/

291. Many Governments expressed the view that non-governmental organizations could offer valuable assistance in the field of education - one specified civic education 1105/ - and training or retraining for women. 1106/ In this connexion specific mention was made of literacy campaigns, civic education, leadership training, home economics, agriculture, health, adult education and technical and vocational training, recreation and rehabilitation. Some countries also suggested that non-governmental organizations could help by supplementing public facilities and providing private schools, kindergartens, semi-boarding and boarding schools, 1107/ by providing such facilities as equipment, materials, finance and

1098/ Iran.

1099/ Barbados, Nicaragua, Singapore, United Republic of Tanzania.

1100/ United Republic of Tanzania.

1101/ Ghana.

1102/ Bolivia, Central African Republic, New Zealand, Norway, United Kingdom.

1103/ Singapore.

1104/ Yugoslavia.

1105/ Guatemala.

1106/ Austria, Central African Republic, Colombia, Cyprus, Ghana, India, Ivory Coast, Kenya, Netherlands (Surinam), Nigeria, Singapore, Togo.

1107/ Austria.

personnel for training programmes for women, especially rural women, 1108/ by offering scholarships to women for study abroad, 1109/ and by encouraging women to become "entrepreneurs" in business and industry. 1110/

292. Reference was also made, in some replies, to the help which could be extended by non-governmental organizations to working women with family responsibilities, especially in the area of child care facilities, 1111/ and also in social welfare generally. 1112/

293. Several countries stressed the part played by non-governmental organizations in focusing attention on the problems of women and helping to find solutions to them. 1113/ It was suggested, in one reply, that such bodies could take up questions concerning the position of women in working life for negotiations and agreement, 1114/ and, in others, that they could give their opinion on pending legislation affecting women, and initiate social action of importance to them. 1115/

294. Other countries emphasized in particular the contribution of non-governmental organizations in the area of trade union activities 1116/ and co-operatives. 1117/

295. One reply stressed the role of non-governmental organizations in international life by affording women the opportunity to be represented at national and international meetings, and bringing back the ideas exchanged. 1118/

G. Other questions

QUESTION 15. Has the Government any other comments or suggestions which might provide guidelines for the establishment of a unified long-term United Nations programme for the advancement of women initiated under General Assembly resolution 1777 (XVII)?

296. In replying to question 15, some countries again emphasized the importance of changing attitudes of both men and women regarding the role of women in the modern world. 1119/ One Government considered that the unified long-term United Nations programme should first help to eliminate the political, legal and social obstacles which still limited the role of women in their communities; it should promote the access of women to all types of education at all levels, and enable them to acquire skills which would give them more varied and more effective opportunities to fulfil both their family and their professional roles so that they would be in a position to give priority to either one of those roles, as a result of adjustments in the social and economic structure. 1120/ A similar view was expressed in another reply, in which the Government observed that, since customs and attitudes regarding the role of women in society tended to lag behind technological advance, a first objective was to find ways to change underlying attitudes, and to anticipate the new possibilities and relationships which would liberate women and their families

1108/ Ghana.

1109/ Kenya.

1110/ Ivory Coast.

1111/ Austria, Cambodia, Cyprus, India, Poland, Yugoslavia.

1112/ Argentina, Ceylon, Pakistan, Poland, United States of America, Yugoslavia.

1113/ Central African Republic, Canada, Dominican Republic, Malta, Nigeria, Norway, Poland, United Kingdom, Yugoslavia.

1114/ Norway.

1115/ Poland, Yugoslavia.

1116/ Canada, Ceylon, Cyprus, Malta, Poland, Yugoslavia.

1117/ Poland.

1118/ Kenya.

1119/ France, Ivory Coast, Panama, United States of America.

1120/ France.

for a wider participation in national life. 1121/ It was thought, in this connexion, that studies were needed on effective ways of counselling girls and their families, so that they would be prepared for responsible jobs, that consideration be given to adjustment patterns required in societies affected by technological change, and that surveys be undertaken of actual situations by national bodies within the country concerned. The elimination of discriminatory laws and practices was considered a second essential objective by the same country, which emphasized, however, that this was not enough, and must be followed by recognition of women's potential and according them responsibility.

297. Another country suggested that the long-term programme for the advancement of women be carried out in stages by moulding public opinion, because prejudice, custom and tradition could not be overcome unless the economic and social structure was altered to benefit women. 1122/ The view was expressed in another reply that lack of interest of women themselves was the main reason why women did not participate more actively in economic and political life; ways should be found to encourage women to show more initiative and ambition. 1123/

298. One country observed that the long-term programme for the advancement of women should take account of the fact that a change in the status of women necessarily involved a change in the status of men, and should make it clear that the change in the status of men was not aimed at depriving them, but rather at widening their field of experience as human beings. 1124/

299. In another reply it was suggested that the United Nations should direct its attention to the implementation by Governments of its recommendations relating to the status of women, drawing attention to the need for reforms in this field. 1125/

300. The point was also made that, if the necessary resources were to be available for each stage of the United Nations long-term programme for the advancement of women, it must be closely co-ordinated with the work of the regional commissions, and also of the national economic bodies and planners, so that the United Nations programme in this field would be able to meet regional and national needs. 1126/

301. Another suggestion was that assistance in policy-making and planning for the advancement of women be made available to countries desirous of receiving it, both from United Nations Headquarters and from the regional commissions. 1127/

302. Some countries emphasized the need for training programmes for women. It was said, in one reply for example, that women had made a favourable beginning in participating in national life, and attention should now be focused on raising the quality of their professional performance at all levels; the need for leadership among women was also emphasized. 1128/ Another suggestion made was that a training

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- 1121/ United States of America.
 - 1122/ Ivory Coast.
 - 1123/ Panama.
 - 1124/ Finland.
 - 1125/ Iran.
 - 1126/ France.
 - 1127/ Pakistan.
 - 1128/ Philippines.

course be organized annually for women from different countries of similar social and cultural backgrounds, to offer training to such persons as university graduates, professional women in the fields of education, health and social welfare, leaders and members of voluntary organizations; the course should include theoretical and practical training in the role of women in the development of the community and offer practical experience in co-operation and sharing responsibilities. 1129/ The same country suggested that a similar programme should be developed to train men leaders, who would render assistance in increasing women's participation in and contribution to national development.

303. Other countries, in their replies, emphasized the importance of consultations at the regional level on matters concerning the advancement of women. 1130/ Reference was also made to the need to establish national machinery for the promotion of the status of women, especially in the context of the development of human resources. 1131/ A further suggestion was that an annual conference of all Member States be held at United Nations Headquarters to review the progress achieved in their countries for the advancement of women. 1132/ One Government reported that the law had already granted equality and that it was now time for the women to change their attitudes in favour of that equality; the unified long-term programme should aim at providing equal education at all levels to enable women to be adequately prepared for full participation in professional careers. 1133/

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- 1129/ Libya.
1130/ Kenya, Honduras.
1131/ Argentina, Honduras.
1132/ United Kingdom (Cayman Islands).
1133/ Guatemala.

II. ANALYSIS OF THE REPLIES OF NON-GOVERNMENTAL ORGANIZATIONS
TO THE QUESTIONNAIRE ON THE ROLE OF WOMEN IN THE ECONOMIC
AND SOCIAL DEVELOPMENT OF THEIR COUNTRIES

304. In their replies to the questionnaire the non-governmental organizations were in agreement on the importance of the contribution that women were making to the development of their countries and on the need to increase it in all fields, and especially to raise the level at which women participated in the economic and social life of their countries. The replies indicated that if women were to make a greater contribution to development, present attitudes would have to be modified, and employment agencies and Governments would have to show a greater willingness to use women in more fields. It was suggested that a much higher priority for women's programmes, especially in rural areas in developing countries, was needed.

305. The non-governmental organizations saw among the obstacles to be overcome: male prejudice, traditional assumptions about the role of women, lack of opportunities, non-participation in policy-making, discrimination in pay, and, in some cases, discrimination in law in such areas as the age of marriage, nationality, domicile, administration of property, parental authority, and dissolution of marriages. Another difficulty curtailing the full participation of women in economic life was the fact that women were called upon to perform a triple role as mothers, workers and citizens.

306. Attention was drawn to various measures aimed at increasing the contribution of women to the economic and social development of their countries. Several organizations recommended that educational opportunities and literacy and vocational training programmes should be improved at all levels and made available under the same conditions for boys and girls. In many developing countries, it was observed, the most urgent need was for women to be trained as teachers, social workers, nurses, midwives, organizers and assistants in child day-care centres, probation officers attached particularly to juvenile courts, demonstrators in home economics and nutrition, secretaries, administrative officers, organizers of voluntary societies, teachers of handicraft and homecraft. Programmes in the field of health, welfare, nutrition and population were seen as a great need in many countries. It was also stressed that women needed the opportunity to work on equal terms with men in government and industry, and it was suggested that many more women should be included in planning and policy-making at the governmental level. Replies indicated that a sufficient number of crèches, day nurseries and children's hospitals, as well as collective domestic and household services, were necessary to meet the needs of working mothers. One organization expressed the view that women should be remunerated for their work as full-time mothers during the infancy of their children, and as part-time or full-time educators of their children during the latter part of their pre-school years; that part-time work should be available for women who wanted to continue to work, even during the years they were caring for their children; and that women should be assured that they would retain their place in professional work after absence for child care.

307. A number of replies stressed the value of United Nations assistance in education, seminars, training courses, fellowships and services of experts. Suggestions were made that national and regional seminars should be organized with

voluntary organizations; that United Nations fellowships should be open to more women and be more widely publicized through various channels, including the United Nations Information Centres; that consultants should be sent, at the request of developing countries, to survey the needs of the community with the assistance of consultative groups set up by national councils and/or co-ordinating committees, and that training courses should be set up through the national co-ordinating committees by UNICEF, the ILO, FAO and UNESCO, depending on the need and as requested by the Government; that encouragement should be given to women to take part in the training courses; that the United Nations should make maximum use of the available resources; and that experts in women's rights be invited to lead such courses. It was suggested that further seminars on the civic and political education of women might be useful.

308. One suggestion was that the United Nations might appoint a "travelling consultant", preferably a woman, who would have the special responsibility of contacting the voluntary agencies and helping to make known the services available through the United Nations and its agencies in communities which were not as yet aware of them. Surveys on various activities of women were considered useful, both for the information they furnished for national and international purposes and for stimulating ideas and providing experience.

309. The replies likewise indicated what measures could be taken by the non-governmental organizations to assist women to make a greater contribution to the development of their countries. It was observed that they could stimulate the involvement of women in the social and economic life of the country, provide physical facilities for women to meet and to discuss problems at the local or national level, act as pressure groups, fight against custom and prejudice which might hinder development, create a climate of opinion favourable to the advancement of women, provide channels of communication, provide training and leadership, and influence Governments to implement the various United Nations conventions and recommendations.