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UNITED NATIONS DECADE FOR WOMEN: EQUALITY, DEVELOPMENT AND PEACE

Letter dated 3 June 1985 from the Permanent Representative of  
India to the United Nations addressed to the Secretary-General

I have the honour to forward herewith the report of the Ministerial Conference of Non-Aligned and Other Developing Countries on the Role of Women in Development, held at New Delhi on 10 and 11 April 1985, and to request that the report be circulated as an official document of the General Assembly under item 92 of the preliminary list.

It is hoped that the report will be available to delegates for use at the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women, to be held at Nairobi from 15 to 26 July 1985.

(Signed) N. KRISHNAN  
Ambassador

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ANNEX

Report of the Ministerial Conference of Non-Aligned and Other  
Developing Countries on the Role of Women in Development, held  
at New Delhi on 10 and 11 April 1985

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## I. INTRODUCTION

1. In pursuance of a decision taken by the Seventh Conference of Heads of State or Government of Non-Aligned Countries, held at New Delhi in March 1983, a Ministerial Meeting of Non-Aligned and Other Developing Countries was convened at New Delhi on 10 and 11 April 1985 in order to consider aspects of common interest and to co-ordinate positions to be taken by non-aligned and other developing countries at the 1985 Nairobi World Conference to Review and Appraise the Achievements of the United Nations Decade for Women. The Conference also examined in depth the role of women in developing countries and areas of co-operation, including exchange of expertise and experiences in this field in the light of preparations for the World Conference.

2. The meeting was attended by delegations of Afghanistan, Algeria, Argentina, Bangladesh, Bhutan, Colombia, Cuba, Cyprus, the Democratic People's Republic of Korea, Democratic Yemen, Ecuador, Egypt, Ethiopia, Ghana, Guinea, Guyana, India, Indonesia, Iran (Islamic Republic of), Iraq, Jordan, Kenya, the Lao People's Democratic Republic, the Libyan Arab Jamahiriya, Malta, Mauritius, Morocco, Mozambique, Nepal, Nicaragua, Nigeria, Oman, Pakistan, the Palestine Liberation Organization (PLO), Panama, Peru, Senegal, Somalia, Sri Lanka, the Sudan, Suriname, the South West Africa People's Organization (SWAPO), Tunisia, Uganda, the United Republic of Tanzania, Viet Nam, Yemen, Yugoslavia, Zaire, Zambia and Zimbabwe. In addition, the following participated: Brazil, Mexico, the Philippines, the African National Congress (ANC), the League of Arab States, the Organization of the Islamic Conference, the United Nations and Romania.

3. The Conference was inaugurated by the Chairman of the Movement of Non-Aligned Countries and Prime Minister of India, Mr. Rajiv Gandhi. Welcoming the Prime Minister, the leader of the Indian delegation, Mrs. Maragatham Chandrasekhar, recalled that it was at the New Delhi Summit that the Heads of States had recommended that the non-aligned and other developing countries should meet at New Delhi prior to the World Conference at Nairobi and review their achievements during the United Nations Decade for Women. The intention was to approach the World Conference with full knowledge of their achievements and failures and to evolve the strategy to tackle the problems confronting the world. She said that an integral part of the Indian Government's approach to the issue of women's advancement had been the encouragement of and collaboration with organizations of women representing a diverse range of political and sectoral interests - a feature of the Indian pledge to secularism, socialism and democracy.

4. In his inaugural address, Shri Rajiv Gandhi said that the role of women was very crucial to the rate at which the country was developing. The Non-Aligned Movement represented a very large majority of humanity on this earth. The fight for the rights of women, he said, was a part of a larger fight. Male superiority had become in a way a vested interest, and like all vested interests it was damaging to humanity. And all of us - men and women - must fight this with all our strength. He recalled that the late Prime Minister, Mrs. Indira Gandhi, had said "It is very good to see women in top positions and they get a lot of publicity when they come into top positions. But it is really at the grass roots, at the daily

level, that the discrimination must be removed". He expressed the hope that this Conference would help to remove these problems and be a major step towards the full equality of women in developing their potential for the benefit of humanity.

5. The leader of the delegation of Cuba, Her Excellency Dora Carcano, proposed a vote of thanks on behalf of the Conference. It was decided that the text of the Prime Minister's statement would be a document of the Conference (see appendix I).

6. The Conference observed a minute of silence in tribute to the late Chairperson of the Movement and Prime Minister of India, Mrs. Indira Gandhi. It recalled the firm dedication, commitment and exemplary leadership provided by the late Mrs. Indira Gandhi and her intense commitment and dedication in promoting the all-round advancement of women in order to ensure for them an equitable position in the development process.

7. In her opening statement from the chair, the leader of the Indian delegation emphasized that in the struggle against poverty and maldistribution through overall development, the role of women had to be recognized as a dynamic factor and a valuable asset, and not a mere humanitarian concession to a disadvantaged group. Economic independence, basic education, awareness of technological changes, control over their fertility and health and the fundamental right to individual choice in all aspects of life were the essential steps to release women's potential to play this role effectively. Organizational infrastructures were needed at national, regional and international levels to ensure recognition and supportive action for women's productive, reproductive and participatory roles. She commended the study on the "Role of Women in Developing Countries" undertaken by the International Centre for Public Enterprises in Developing Countries.

8. Heads of delegations in their statements emphasized the important role played by India, its leaders and specifically the late Mrs. Indira Gandhi in focusing the attention of the Non-Aligned Movement on the critical role of women in development, in the struggle against inequality and oppression at all levels, and in humanity's quest for peace. This had to be kept in mind when the fortieth anniversary of the United Nations was taking place in an atmosphere of unfulfilled hopes for peace and disarmament.

9. General statements were made in the plenary by the delegations of Bangladesh, Viet Nam, Tunisia, Suriname, the PLO, the League of Arab States, Yugoslavia, SWAPO, the Democratic People's Republic of Korea, Nicaragua, Senegal, Cuba, the Lao People's Democratic Republic, Uganda, Somalia, Guinea, the Libyan Arab Jamahiriya, Algeria, Mexico, Iraq, Yemen, Democratic Yemen, Nepal, Zimbabwe, the ANC, Afghanistan, Mozambique, the United Republic of Tanzania, Indonesia, Zambia and Pakistan. Mrs. Leticia Shahani, Assistant Secretary-General for Social Development and Humanitarian Affairs and the Secretary-General of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women, in her statement, explained the work of the Preparatory Body for the Conference and the efforts made by its members to achieve a successful Conference in Nairobi. Representatives of the International Centre for Public Enterprises in Developing Countries, the International Labour Organisation and the International Research and Training Institute for the Advancement of Women also made statements.

10. The leader of the delegation of Tunisia conveyed a message from President Bourguiba of Tunisia outlining the issues the Conference could address and conveyed his best wishes for its success.

11. In their general statements, the delegations addressed many of the critical issues facing their respective regions and countries. Delegations attached special importance to drawing upon their experience in promoting the role of women in development and their contribution to national and international movements - social, economic and political. The conclusions reached by the Conference are contained in the following paragraphs.

## II. CONCEPTUAL APPROACH TO THE ROLE OF WOMEN IN DEVELOPMENT

12. The Conference was convened at a time when the world was passing through one of the worst crises in recent history. Production in developing countries, particularly over the past few years, has declined precipitously. The temporary upturn in the economic situation in some of the industrialized countries of the North have not triggered off any revival in the developing countries as predicted. Open and hidden unemployment is increasing as also poverty and human misery. The massive death toll precipitated by the recent famine in Africa brought out most dramatically the severity of the present-day situation. The consequences of the effects in the non-aligned and other developing countries of the crisis that the world economy is facing and which is mainly reflected in commercial constraints, the deterioration of the commercial exchange relations, falling terms of trade, particularly in primary commodities, a disproportionate increase in the rate of interest of the international banks, increase in the already burdensome protectionist measures and the policy of repayment imposed by the International Monetary Fund in renegotiating the debts has reached a point where the economic capacity of the developing countries has been markedly affected and requires a search for urgent solutions. The deepening of the economic and social crisis worsened by the suffocating situation which the economy of the non-aligned and other developing countries were experiencing, due to the payment related to the servicing of their external debts, creates important additional impediments to the complete integration of women in the socio-economic development process, of which women are an integral part, and the increase in unemployment and reduction in social expenditures unfortunately affect women more intensely.

13. The Conference welcomed the initiative taken by the Heads of State or Government of Argentina, Greece, India, Mexico, Sweden and the United Republic of Tanzania in their Joint Declaration of 22 May 1984 and in the Declaration of New Delhi of 28 January 1985 in which the nuclear-weapon States were called upon to halt all testing, production and deployment of nuclear weapons and their delivery systems to be followed by substantial reduction in their nuclear forces. They reiterated the need to follow it by a continuing programme of arms reduction leading to general and complete disarmament accompanied by measures to strengthen the United Nations system and to ensure an urgently needed transfer of substantial resources from the arms race into social and economic development.

14. The threat of war, nuclear war in particular, the lack of universal peace and the growing sense of uncertainty and insecurity that characterizes the present international environment is as much a result of interlinked pressures of political turmoil as of massive and growing impoverishment and inequality, food insecurity, financial and monetary disarray, environmental degradation and growing demographic pressures. In addition to these pressures are the direct threats posed by increased militarization, domestic repression and foreign aggression. There is a growing sense of hopelessness about the fate of the world's poor even in the attitudes of international humanitarian and development assistance agencies. The shift of selective bilateralism in aid and cutbacks in contributions in multilateral institutions by the affluent are paradoxically accompanied by the most staggering increases in human material and technological resources being diverted to fuelling the arms race. The phenomenal rise in such expenditure in recent years has itself contributed to high budgetary deficits, accelerated inflation and drastic cutbacks in the already dwindling scale of economic assistance to developing countries. The economic and social consequences of the arms race have reinforced these negative trends and militate against the realization of the new international economic order.

15. In spite of their numerous diversities the non-aligned countries have adopted a consistent approach over the years towards the evaluation and resolution of major problems facing the world. The Movement of Non-Aligned Countries has stood for the restructuring of international political and economic relationships based on the principles of equality, freedom, justice and co-operation. As the Heads of State or Government reaffirmed in the Seventh Non-Aligned Summit in New Delhi in March 1983:

"The quintessence of the policy of non-alignment, based on its original principles and character, consists of the struggle against imperialism, colonialism, neo-colonialism, apartheid, racism, zionism and all forms of foreign aggression, occupation, domination, interference or hegemony as well as against great power and bloc policies. In other words, it involves the rejection of all forms of subjugation, dependence, interference or intervention, direct or indirect, and all pressures - political, diplomatic, economic, military and cultural - in international relations. The Ministers and Heads of Delegation reaffirmed the need for strict adherence to the principles of non-intervention and non-interference in the internal and external affairs of States which is one of the principles of non-alignment. The violation of this principle is unacceptable and unjustifiable under any circumstances."

16. Non-aligned countries have recognized that women have to be integrated in development and that they should get benefits not only in the marginal programmes but in all the core sectors of development like education, health, agriculture, rural development, industry etc.

17. It has also been recognized that planning theories and processes which assume that rapid economic growth would automatically ensure equity have especially been injurious to the interest of women's development, as women generally do not have adequate access to existing structures. Thus women have to be identified specially as participants and targets of development in the design and implementation of development.

18. The concern of the Non-Aligned Movement on the issue of the role of women had been a continuous one through the Decade. It was primarily the intervention of the non-aligned nations at the United Nations Conference for the International Women's Year at Mexico that resulted in the Declaration of Mexico on the elimination of all forms of discrimination and oppression such as practised under colonialism, neo-colonialism, zionism, racial discrimination and apartheid, thereby constituting an enormous revolutionary potential for economic and social change in the world today. Following the Mexico Conference, the Ministerial Conference of Non-Aligned Countries, held at Lima (1975), the Fifth Summit Conference of Heads of State or Government of Non-Aligned Countries held at Colombo (1976) and the Conference of Ministers for Foreign Affairs of Non-Aligned Countries, held at Belgrade (1978) reaffirmed their full support to the decisions of the Mexico Conference and endorsed the organization of a special non-aligned conference on the role of women in development. The Conference of Non-Aligned and Other Developing Countries on the Role of Women in Development, held in May 1979 (Baghdad), not only reaffirmed the decisions passed at the previous United Nations and non-aligned countries conferences but also elaborated upon various specific issues. The Meeting of High Level Experts of Non-Aligned Countries on the Role of Women in Development held at Havana (1981) made further suggestions to operationalize the decisions that had been taken at the earlier meetings and emphasized collective co-operation among non-aligned countries at the regional and interregional levels.

19. The non-aligned and other developing countries have upheld the right to development as a basic human right and also the imperative of ensuring equality and an equal opportunity for development among nations and individuals. They have reiterated the importance of effective mobilization and integration of women in overall development and emphasized full and meaningful participation of women in social, political, economic and cultural life as an important indication of progress and development. The non-aligned and other developing countries have rejected the notion that sustainable improvement in women's economic and social positions can be obtained under conditions of growing relative inequality or of absolute poverty for both women and men. They pointed out that the objective, strategies and measures to improve the socio-economic condition of women and their role in development should be an integral part of the national plans of development of the non-aligned and other developing countries and of the efforts for the realization of the new international economic order. International support and assistance should be directed at underlining and identifying women's roles as well as at the implementation of programmes so as to strengthen the role of women in the developmental process of the developing countries.

20. Development means as a global process are characterized by the search for economic and social aims and objectives which guarantee the effective participation of people. In order to achieve these aspirations the establishment of the new international economic order would allow the effective introduction of structural changes that allow the realization of this process and also the existence of a climate of international peace and security. During the Decade, it has been proven that peace constitutes a sine qua non condition for equality and development and without equality and development there is no assurance for a genuine and lasting peace.

21. Parallel to its struggle for national liberation, political independence, self-determination and the sovereignty of all nations and for peace and co-operation on a basis of equality the Movement has taken a strong and consistent stand in favour of the kind of development which would benefit all countries, developing and developed alike. Today, more than ever before, the world needs fundamental changes so that stable global development, as well as peace and security, may be ensured. The Movement of the Non-Aligned Countries has identified the means in view of a real democratization of international relations. The democratization of international relations implies, inter alia, the elimination of all forms of the policy of force, domination, hegemony, discrimination, exploitation and inequality of colonialism and neo-colonialism, the eradication of the abhorrent system of apartheid, racism, and racial discrimination, foreign domination and aggression, intervention, interference in the internal affairs of States, occupation and pressures. It also involves the acceleration of the process of self-determination of peoples under colonial and as well as military occupation, the consolidation of national independence, sovereignty and territorial integrity of States, as well as the halting of the arms race in order that the enormous material and human resources wasted by the arms race be used for the economic and social development of all countries, particularly of developing ones.

22. The Movement of Non-Aligned Countries recognizes that an a priori condition for development is the exercise of the right of self-determination and independence by all peoples. During the Decade, it has to be admitted that this condition remains to be met in various countries before their peoples - women and men - can begin to engage in development. In southern Africa, the people still live under the violence of apartheid; Namibia remains subject to illegal apartheid and South African occupation due to the failure to implement Security Council resolution 435 (1978), and sovereign States find their independence under constant threat from apartheid, aggression and subversion.

23. The situation of violence and destabilization that exists in Central America and the Caribbean constitutes the most serious obstacle to the achievement of peace in the region and thus hinders the fulfilment of the strategies of the year 2000. In this regard, it is important to reiterate the principles of non-interference and self-determination, as well as the non-use of force in the solution of problems in the region. Therefore, the validity of the United Nations resolutions on the right of Nicaragua and all other sovereign States in the area to live in peace free from outside interference in their internal affairs should be reaffirmed. It is necessary to support negotiated political solutions and the peace proposals of the Contadora Group as the most viable alternative for the solution of the crisis in Central America for the benefit of those people and, in particular, women.

24. In this sense, the Conference reiterates what was affirmed during the Ministerial Meeting held in New York from 1 to 5 October 1984, that the elaboration of the 7 September 1984 Act of the Contadora Group for peace and co-operation in Central America was a fundamental point in the culmination of the process for the attainment of peace in the region.

25. The violent and unstable situation that prevails in the Palestinian occupied territories, due to the Israeli occupation, exposes Palestinian women and children to extreme and difficult conditions. The Israeli practices of oppression, imprisonment, collective punishment, forceful closures of schools and universities, demolition of houses and expropriation of land stand as an obstacle to the social and economic development of Palestinian women. In order to put an end to the above-mentioned practices, especially in health, education, technical training and the economic development of the Palestinian women, it requires the implementation of General Assembly resolution 3236 (XXIX) supported by the world community, the Non-Aligned Movement, the Group of 77 and international organizations.
26. The continuing war between Iran and Iraq for about five years has severe implications for peace, security and stability in the region, as well as for the role of women in development. It has exposed the region to the dangers of outside intervention.
27. Under the impact of the world economic crisis, the member countries of the Non-Aligned Movement are working to establish a new international economic order. The establishment of a new international economic order necessarily implies the establishment of balanced relations which were mutually beneficial to developed and developing countries. This concept recognizes the principle that economic co-operation between developed and developing countries would benefit both.
28. With the advantages flowing to the nations in a situation where there is economic co-operation, the benefits would also flow to women, who are the worst affected in any crisis. Socio-economic development is only possible when there is development of women, as they are not only beneficiaries of development but equal participants for bringing about development.
29. It should be recognized that a woman, like a man, represents an economic unit, and therefore the planning and programming for socio-economic development of the country has to take cognizance of this dimension. The tendency to consider women in a marginal role, just because in almost all activities their contribution is invisible, would prove to be very harmful to the growth of societies in the long term perspective. Reproduction and a productive and participatory role of women in development are interlinked and integrated in all processes of development.
30. In spite of the fact that women in developing countries are massively involved in key areas of production, such as agriculture, food production, trade, etc., their work is not fully recognized and valued. The activities of women as producers are usually not adequately included in statistics, thus making their contribution invisible. They do not usually have adequate access to the factors of production, to land, credit and other tools to raise their productivity, i.e. appropriate scientific and technical information, training and other policy support.
31. The role of women in overall development has not been fully understood, nor has it been given its full weight in the struggle to eliminate poverty, hunger, inequality and injustice at the national as well as the international level. The continued assumption that the responsibility for child-rearing and for the family needs lies with women alone, as well as the persistence of intra-household inequalities, place severe strains on women's health, limit their capacity to participate efficiently in the production process and further jeopardize their chances for a fair share in the benefits of society.

32. It is thus becoming overwhelmingly clear that in searching for solutions to these contradictions, the inequalities between men and women have to be examined, particularly from a developmental perspective. On the one hand, the concerns relevant to women cannot be resolved automatically through economic growth alone. On the other hand, egalitarian processes and policy action to improve women's position within developing countries are only a necessary but not a sufficient condition to improve the quality of life of women in these countries, particularly in view of the grave consequences of the world economic crisis. Simultaneous and concerted action is necessary to improve the conditions for growth and development by appropriate domestic and international policies, articulating within that developmental framework measures to enhance the role and position of women as a factor of development.

33. The two facets of the role of women - in production and reproduction - should be conceived as complementary and interactive. In order to release women's potentials for fuller participation in the productive and decision-making processes, there is a need not only for a sharing of parental responsibilities but also of a sharing of institutional provisions which would benefit children and families. Women should have the right to the requisite knowledge and the resources to regulate their reproductive capacity. However, without economic independence women cannot achieve equality. Therefore, measures to expand satisfactory employment opportunities, improvement of their economic status and the provision of the necessary infrastructure should be treated as an important and integral part of national and international development strategies.

34. The intervention by non-aligned and other developing nations in the global debate on women's equality, development and peace has introduced totally new dimensions, giving to the debate a political, international and a developmental character in place of the earlier approaches which viewed issues surrounding women's status as essentially a social and cultural phenomenon. Within the United Nations system, which had viewed the issue of women's status as basically a social development issue, unconnected with international development strategies and problems, has developed a favourable direction which must be encouraged. The non-aligned and other developing countries are investing considerable efforts in the establishment of mutual links, especially in those fields where co-operation could speed up development, through a number of areas of economic co-operation, as well as through various other forms of economic and technical co-operation which have been particularly supported by the Group of 77. However, the role of women as a factor of development has rarely been taken into consideration in the designing and practical implementation of the projects for economic and technical co-operation among developing countries. It is becoming increasingly clear that the concept of integrated development and the sustained elaboration and integration of the role of women as a factor of development - through co-ordinated activity of the non-aligned and other developing countries supported by the United Nations and other international organizations - could contribute to a better adaptation of the economic and technical co-operation among the developing countries to the concrete conditions and actual needs of the people.

35. The study undertaken by the International Centre for Public Enterprises in Developing Countries in pursuance of the request made to it by the Seventh Non-Aligned Summit in 1983 at New Delhi had provided an important input.

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III. REVIEW AND APPRAISAL OF THE CURRENT STATUS OF WOMEN:  
SECTORAL AND INSTITUTIONAL ANALYSIS

A. Background

36. The non-aligned and developing countries had accepted the objectives of equality, development and peace of the United Nations Decade for Women - 1976-1985 - in recognition of the equal participation of both men and women in all spheres. This was an important pre-condition for attainment of meaningful development and the well-being of all people. They elaborated a common strategy to accelerate women's economic and social progress as an integral part of the struggle to better international economic and political relations based on the principles of equality, justice and peace which are interrelated.
37. During the United Nations Decade for Women, there has been a process of evolution regarding the concept of development. Prior to the Decade, development stood for welfare programmes of a marginal nature to assist women in situations of destitution. At Copenhagen, when the mid-Decade review took place, it was recognized that the trickle-down theory did not, in fact, benefit women. Programmes being sex neutral did not imply that the benefit would flow between men and women equally. New structures were not developed which could ensure that development benefits would be channelled to women. Further, lack of progress in the establishment of the new international economic order had a direct effect on the socio-economic situation of the women of the world. Recent studies on the impact of international economic problems on the employment and working conditions of women, had showed that the process of marginalization of women in development had been intensified by the current processes of economic change and might continue in the future. The marginal position of a large section of society, and specifically women, can no longer be justified. The structural changes in the economies of developing countries which are likely to follow future developments in science and technology must be based on increased and genuine participation of all members of society, if they are not to result in still greater imbalances or even lead to disaster.
38. The approach to marginal programmes has been discarded in favour of multisectoral approach as it was recognized that the development of women could only take place if they become beneficiaries and agents of development in all core sectors like education, health, employment, agriculture, rural development and industry. Although the Decade has increased awareness of the need for an integrated multisectoral approach, nevertheless a variety of factors were responsible for the concept not being translated into a programme of action in most countries.
39. The advancement during the Decade in different sectors has not been systematic, balanced and uniform or mutually supportive, hence, the need to evolve special strategies.

B. Agriculture, food production and rural development

40. The situation which characterizes at present agriculture, production and rural development of the developing countries is the result of a historical model and of development schemes which are imposed. It is thus that investment has been skewed in favour of industrialization and urban areas with the result that in the majority of countries, rural areas have lagged behind in their development. In Africa, Latin America and certain parts of Asia the development paradigms pursued so far have created food shortages and a structural cleavage in rural society.

41. The resultant rural transformation has led to a cleavage between commercial or large-scale agriculture, which has been rapidly modernized through application of scientific and technological innovations, higher capital investment with higher returns, and small-scale subsistence agriculture with little or no capital investment and low and even declining returns. Such developments in agriculture, which is the result of the dominant institutional division of labour is explained in certain cases by the need to earn foreign currency. Furthermore, this cleavage has taken the form of a gender differentiation in which men predominate in the decision-making and management of commercial or large-scale agriculture, while women continue to predominate in the food and subsistence sector in which they expend large amounts of labour, as evidenced by the long hours of work with low levels of technology and low returns. Moreover, within commercial agriculture the gender division is also reflected by the high demand for female labour in those cycles of production requiring hoe and hand methods, e.g. weeding of paddy and transplanting, with low remuneration.

42. In many developing countries great changes have occurred in agriculture during the past three decades, which have profoundly but differently affected the work of rural men and women in various income groups. The introduction of new technologies, changes in the agrarian structure, the spread of commodity production and growing inequality in rural areas have displaced women from many traditional activities, while at the same time increasing women's work-load in certain agricultural tasks.

43. This cleavage has contributed to preventing many developing countries from attaining the goal of self-reliance in the areas of food, agriculture and rural development. A substantial number of countries continue to experience a severe decline in food production, leading to food shortages and even outright hunger and famine. Moreover, even in countries which have been able to expand their food sectors, the system of distribution is inadequate, and poverty, hunger and malnutrition still afflict large masses of the people.

44. According to the Food and Agriculture Organization, malnutrition and hunger increased by 15 per cent during the 1970s, affecting 450 million people in Asia, Africa and Latin America. In developing market economies as a whole, daily per capita calorie consumption had remained at 2 per cent below minimum requirement. The gap was largest in Africa, followed by South and South-East Asia. In sub-Saharan Africa, the growth rate of agricultural production fell to 1.3 per cent per annum while population growth remained at 2.7 per cent over the second development decade.

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45. The most important component of agricultural development and modernization has been expansion of public irrigation works and private investment for irrigation through subsidies and institutional credit. It is expected that the direct impact of irrigation is higher agricultural productivity, greater employment at aggregate level and higher income, consumption and savings. Women are affected by any of these factors, depending both on intra-household changes and changes in their relative position within the production system. Increased attention to improve water use efficiency at the farm level has not addressed the extent to which the sex division of labour changes with new inputs and practices. The research evidence related to the implementation of the International Drinking Water Supply and Sanitation Decade showed that some large-scale irrigation projects had not sufficiently taken into account women's access to water owing to the low level of their participation in decision-making. The majority of women in developing countries were engaged in subsistence agriculture which benefited little from irrigation development.

46. South and South-East Asia have witnessed a rise in the cost of food production; falling rural employment and landlessness, the latter being particularly marked among rural women. Structural changes such as the diversion of food-producing areas to the production of cash crops for export in many Latin American countries have led to unemployment and a lack of entitlement to food among large sections of the population, including the most vulnerable section, namely, those involved in subsistence agriculture.

47. Despite enormous potentialities, Africa suffers from an alarming food deficit which endangers the very survival of millions of human beings. The causes for this situation are, to a large extent, the result of an unfavourable international economic environment and the inept economic structure inherited from the colonial past. Added to this are also the natural calamities like drought and desertification.

48. Women in developing countries are major agents in agriculture, food production and rural development, as evidenced by their numerical proportions, their share of labour in agriculture and food production and the division of labour by sex in this sector. Their share of labour is particularly significant in view of the fact that in many cases they perform their agricultural work in addition to long and arduous work in child care, household maintenance, cooking and fuel wood collection, as well as food preparation and processing.

49. Despite women's crucial role in agriculture and food, their potential for accelerating rural development has not often been well understood or appreciated. Inherited biases in the agrarian development approaches have led to an inadequate perception of women's economic role, undercounting or devaluation of their work and thus to a perpetuation of the dependency of developing countries on external factors of production. Under-reporting of women's work undermined female work. Revised surveys show that over 40 to 80 per cent of the world's productive work is done by women. FAO estimates of the sex composition of agricultural labour force in 82 countries is as follows:

Region-Female as percentage of agricultural labour force

Sub-Saharan Africa	46
North Africa/Near East	31
Asia	45
Caribbean	40
Average	42

50. The undercounting of women's work in rural economies results from, among other things, (a) the use of industrialized countries' definitions of "work", "employment", "jobs", "primary activity" etc., (b) the invisibility of many types of work in the subsistence mode of production and (c) the association of women's "non-work" with the family's social status in Asian and Latin American societies.

51. Since agricultural productivity in the developing countries for many years to come is likely to depend on the quality of human labour, including female labour, it is imperative to recognize that the fact that insufficient attention has been devoted to the improvement of the productivity of labour is a major constraint to agricultural development.

52. In practice, women have not benefited from adequate policy support. First of all, the accumulated evidence suggests that agrarian and land tenure policies have restricted women's access to land and other factors of agricultural production, such as technology, credit subsidy and inputs (e.g. fertilizers and seeds). Secondly, women have not had equal access to support services and incentive systems for expanding agriculture, food production and rural development, for instance, extension and training services and information. Thirdly, lack of an integrated approach to development at the national level has consistently perpetuated a fragmentary approach to women's position in the society and their role in development, thereby perpetuating the promotion of women's programmes through social welfare and humanitarian and demographic approaches only, without provisions for long-term integration.

53. In traditional societies, women's role in agriculture and food production was recognized by customary rights of access to land, forests and support from family labour. Structural changes under colonialism and in the post-colonial phases have eroded many of these rights, but the responsibility of feeding the family still rests primarily with the women in many rural communities of Africa, and in the economically least affluent sections of many Asian and Latin American societies. The privatization of land and the introduction of cash crops for domestic and foreign markets, the need to feed expanding populations, and the depletion of forest resources for industrial and communications growth, which had been initiated during colonialism and continued after independence, have steadily reduced women's access to basic resources. The withdrawal of male labour for deployment in mining, roads and railway building, plantation of export crops and new industries, which had been initiated by colonial régimes, also increased women's burdens.

54. Land is obviously the principal asset in rural areas. Access to credit, extension services, technologies and even co-operative organizations is generally linked to land titles. Yet even where women perform the bulk of agricultural work, as in much of sub-Saharan Africa, they seldom have full title, but rather only land use rights. Where rights are collectively held, it is almost invariably the male head of household who participates in the peasant associations. In rural family farming systems, women have even less access to related resources such as credit, technology etc. that would alter the production relations, which are now characterized by the unequal bargaining position of the women. In many societies, particularly in Asia and Latin America, the process of agricultural growth and modernization is leading to pauperization and increasing landlessness, thus drawing more and more women into agricultural wage labour even where overall employment opportunities for women are shrinking. The effect of male migration has contributed to the increase of female-headed households and women's participation in agricultural labour. In sub-Saharan Africa, while land in itself may be relatively abundant and accessible, women usually neither own nor control improved cultivable land. However, in many parts of the developing world, women are beginning to organize themselves and to raise these issues within their communities and nations.

55. An Afro-Asian Workshop on "Resources, power and women", held in August 1984, identified law and access to power as major factors determining access to land. In many cases statutory laws have eroded women's traditional rights to land, particularly communal land. Women's right to land can be constrained by her marital status. There are also contradictions within legal systems between different forms of land ownership, i.e. communal, corporate or private, and between different systems of rights. Evidence from different countries suggested that state laws governing the distribution of land and forest often contradicted the rights of women guaranteed under customary or family laws. Land reforms and land resettlement schemes had often neglected women.

56. In some countries of South-East Asia, pre-colonial social and legal systems recognized women's right to land and its products. The colonial state's policies, especially in terms of the privatization of land, led to an erosion of rural women's position and direct state intervention in the post-colonial period further entrenched gender inequalities. Post-colonial policies, with their particular emphasis on men's roles in agricultural production and on giving men access to land and modern inputs, while neglecting women, have led to increased marginalization of women smallholders in the countryside.

57. Despite international recognition of rural women's right to own land, attempts to incorporate this principle in land tenure and land development policies have been marginal.

58. The policy debate on the issue and the decisions made by Governments in the World Conference on Agrarian Reform and Rural Development to remove all legal disabilities for women's partnership of land were not known to rural women. If women were made aware that their right to land was a global issue, this very information could encourage them to mobilize despite centuries of conditioning to passivity and inferiority.

59. Forest policies, including policies for reforestation, has yet to recognize the role of women in forest development, even though in some areas women have initiated major protest movements against deforestation, as deforestation has negatively affected their ability to feed their families and livestock.

60. Large-scale deforestation, both historically and ongoing, for extracting timber for commercial use and to clear land for agriculture etc., has led to severe shortages of fuel and fodder in many areas, placing rural women who are mainly responsible for collecting these items in a crisis situation.

61. Recognizing that forest policies are far more than a technical issue to be left to experts, poor rural women often depend heavily on forest product such as fuel, fodder, food and other products for commercial purposes for the survival of their families. Women's capacity for survival and earning have been negatively affected by deforestation and by the substitution of plants which no longer provide for women's food, fuel and fodder needs but are required by major industries, i.e. paper, pharmaceuticals, industrial construction etc.

62. Afforestation policies, including social forestry, have tended to ignore the needs and views of women and to encourage plantations which provide quick financial returns for commercial interests. Rural women have not been considered as having any role in forest policy either at the national or at local levels and have sometimes been driven to organize protests by physical action, e.g. the Chipko Movement in India. However, some case studies of landless women's attempts to develop sericulture and fuel fodder plantations on unused land to provide employment for themselves indicated that they had also contributed to improving the ecological balance and to transforming non-productive land to productive assets. These developments should feature in forest policy discussions.

63. Unless the structural constraints and the existing "invisibility" of women in rural development policies and agrarian reform are removed, it is difficult to envisage an equitable growth and expansion of agriculture, food and forest production. It is important to take specific short-run measures to correct this imbalance, such as training of government officials to make them sensitive to women's potentials and the promotion of research and communication programmes for rural women in these areas. However, the solution to the problem lies in the establishment of long-term strategies and measures to implement them as a matter of national priority in the context of solutions to, for example, chronic food problems, deforestation and ecological imbalances, unemployment and poverty, and to enhance the process of collective and individual self-reliance.

### C. Industrialization

64. World-wide recession has affected all aspects of the economy in both developed and developing countries. However, the severe impact of this situation particularly affects the developing countries. In this situation of economic crisis which is characterized by stagnant or declining production, unemployment and low trend of trading activities, women have been the greater sufferers. Their numbers are comparatively larger in the categories of unemployed and underemployed persons. In addition, they have been victims of a discriminatory wage structure.

65. The number of women in industrial employment in developing countries had increased from 21 per cent in 1960 to 26.5 per cent in 1980 (UNIDO 1984). Two thirds of the net increase in the female industrial work force took place in developing countries, especially in Asia. However, in the early 1980s, the world economy experienced widespread recession. This, combined with the dependence of industrial process in the developing countries on developed countries on technology transfer, capital investment, export markets etc., has resulted in a high degree of exploitation and in unbalanced industrial structures which are highly sensitive to international economic fluctuations. Developing countries often find it difficult to fully control the structural changes in their industries and thus to avoid industrial instability and exploitation of the work force. Existing structural models in the industries are not conducive to the integration of women in the process of development.

66. Women are usually engaged in labour-intensive industries with low productivity, e.g., processing industries such as textiles, food, leather etc. Their wages are influenced by their poor bargaining position, and they have no influence at all on working conditions. Thus, for instance, although the working hours in manufacturing have generally tended to decline in some developing countries, working hours for women have tended to rise. The treatment of the female labour force is to a large extent a reflection of their low status in the labour market, lack of proper education and training, low or non-existent organization, the lack of or non-implementation of protective legislation particularly in export oriented industries, and their generally unfavourable social position.

67. The great majority of women workers live in the developing countries, and about two thirds of them work in agriculture. Subsistence farming is essentially a female activity in sub-Saharan Africa. In Asia between 30 and 40 per cent of the agricultural labour force is composed of women. More and more women are becoming agricultural wage labourers because of growing landlessness. Poverty forces them to come forth for other hard work such as road construction. There is a large proportion of female labour in the plantation sector, they receive lower pay than men for the same work, face extra burdens because of inadequate child-care facilities and often see others collecting their pay. Women are also seeking needed income in the informal sector or as home-based workers. In some cases, such production is traditional, in others it is relatively new, particularly where traditional sources of production and income have been lost due to inequality caused by modernization and commercialization; in still others, it is the result of the promotion of "income-generating activities" designed to allow women to increase their cash income without disturbing their domestic responsibilities. Sometimes the result is a good income for women. In many cases, the returns to labour are very low, and at its worst, such home-based production definitely involves exploitation. Secluded women in poor households working for contractors under the putting-out system do not receive anywhere near the minimum wage, nor do they control their own labour, let alone the labour process or marketing. They constitute an invisible labour force, dependent on traders and intermediaries who control the work. Wages or payment may be very low, yet they account for a substantial proportion of the income of poor households. Data on such workers is very scanty.

68. Increasing rural poverty has also precipitated female out-migration as a means of supplementing family income. Export processing zones in Asia increasingly attract a young and docile female labour force for export-oriented industries relying on cheap but intensive labour process.

69. A major reason for women not benefiting equally from expanding employment opportunities in industry is their illiteracy and educational handicaps. Studies show that women are increasingly confined to home work, e.g., in the textile, clothing and tobacco industries and in marginal service jobs in the urban informal sector where employment is casual, irregular, unprotected and with low wages.

70. Another characteristic noted in many developing countries is that employment in the formal sector of industries generally goes to young unmarried women. One reason for this is, perhaps, that younger women are more likely to have some minimum education. Other reasons that have been identified are (a) they are considered to be more disciplined and docile than male workers, having been used to far greater family authority and control than men; (b) they are prepared to work for lower wages and poor working conditions - often under family pressure; and (c) their lack of exposure to the outside work and poor education keeps them unaware of their rights as workers.

71. The fact that women are concentrated in the traditionally "female industries" and in low-skilled jobs keeps their wages low, hinders their upward mobility and makes them prone to long periods of unemployment in times of economic and technological restructuring. It is well known that in "female industries", such as textiles, clothing, electronics, food and beverages, wages are usually lower than in other industries.

72. National development strategies have sometimes encouraged and welcomed this kind of employment for young women, particularly in the free Trade or Export Processing Zones, as a contribution to employment promotion through transfer of technology. Studies in these areas, however, reveal very disturbing social consequences. Mass hysteria, nervous breakdowns, sexual exploitation, prostitution and a social stigma are the burdens that many of these young women have had to shoulder as a result of these modern forms of employment. Basically, these young women are rural migrants, ignorant of methods for protecting themselves from such problems. The families which benefit from the income of these young women are either far away or unwilling to encourage any attempts to resist exploitation.

73. The technological skills which these women are supposed to acquire through this type of employment are highly limited because the jobs are mainly on assembly lines. Employment in these export-oriented industries is also highly volatile. Preference for young, docile and less educated or illiterate women encourages a rapid turnover of workers and prevents growth of organization among the workers for their own protection. The fluctuations in export markets and changes in technology also make employment in these industries somewhat transient.

74. The impact of new technologies on women has not been uniform. While technological progress over the years has widened women's employment opportunities in the modern sector, it has had the effect of frequently displacing them into

low-skilled and low-status occupations. This trend is illustrated by the commerce, finance and services sectors where their employment at first expanded enormously but may now be affected in two ways: those who are already employed may lose their jobs or see the content of their jobs change, while those who are looking for jobs may not find one corresponding to their qualifications. This situation, combined with high rates of unemployment, may cause serious set-backs to the emancipation of women through work. It appears that even in newer industries, such as electronics, the dynamics of technological change require higher levels of technical skills, generally not accessible to women. In plants located in several industrial estates and export processing zones, young inexperienced rural women are considered to be the best choice, since they are believed to be more patient and diligent and to have keener eyesight and more nimble fingers than men.

75. The working conditions of women in industries are far from satisfactory. In most countries legislation has been enacted to regulate the working conditions for women. These enactments range from regulating working hours to providing assurance of equal wages for same work and amenities like child-care facilities, maternity benefits etc. However, in most countries women have not been able to take advantage of these enactments as the implementation machinery is neither adequate nor satisfactory. At times the legislation providing benefits to women has resulted in employers employing men in preference to women.

76. With the growth of new technology in the field of industry some women have benefited at the operational levels, especially work relating to assembly and where deftness of fingers is required. However, there are areas where technological innovations have had the effect of leading to loss of employment, technological and health hazards to women. During the Decade, training programmes for upgrading the skills of women were started but they have been sporadic and have been kept to the level of providing job opportunities to women at the operational levels and not at supervisory and managerial levels.

77. In the informal sector, women are involved in a wide range of income-generating activities like handicrafts, home-based products, small-scale retail work, food products etc. This is characterized by uncertain employment, low wages and poor working conditions. The growth of marketing technology has had adverse effects on the women in the informal sector, as they have not been able to compete for multiple reasons like lack of mobility, low access to new marketing techniques and poor access to credit.

78. Although there is probably no country where theoretically women have no access to credit, nevertheless customary restrictions and existing procedures deny them this access. The financial institutions are hesitant to extend credit to women on the grounds of lack of collateral. Traditionally, the home in which women live in and the land brought under cultivation is in the name of the head of the household. The women approaching financial institutions for credit are required to produce their husbands' signature for collateral.

79. The World Conference of the International Women's Year, 1975, underlined the difficulties encountered by women in many countries of the world in securing credit and loans for activities which enhance their productive capacities and thus the contribution of their full share to the development of their families and communities and to their consequent full integration into development.

80. The World Conference underlined the special need for women of low income groups in rural areas and urban areas for low interest loans, which would enable them both to establish credit and to attain a firm and viable economic base, and recommended that Governments:

(a) Establish mechanisms to facilitate the extension of credit to meet the special needs of women of low income groups in rural and urban areas;

(b) Facilitate the access of women in low-income groups to existing financial institutions;

(c) Encourage and commend the initiatives taken and being taken by non-governmental and voluntary women's organizations to establish their own financial institutions and banks.

81. Despite action taken on these recommendations, the United Nations reported in 1980 at the Mid-Decade Conference that women, while performing nearly two thirds of the world's working hours, still received only one tenth of the world's income and owned less than one hundredth of the world's property.

82. Credit is essential for any meaningful economic activity to take place. It is a crucial factor in enabling women to adopt more productive technologies for development and in changing their share of both the world's work and its return to labour.

83. Credit is mainly of two types, long term to buy plants and machinery etc. and short-term to finance trading activities. In developing countries women have shown interest in short-term credit.

#### D. Education, training, culture and the mass media

84. Education is a double-edged instrument: it can contribute to and be an ally of structural changes in society by training people in required skills - old, newly emerging and anticipated. It is also a value-generating process influencing the behaviour, norms and cultural attitudes of people particularly younger ones. From the beginning of the movement for the equality of women in recent history, great emphasis was placed on education as the major instrument for the elimination of discrimination on grounds of sex. Developing countries have viewed education as an instrument to stimulate development in all fields and to reduce their dependence on external advisers. The basic problems were to promote a rapid expansion of the educational structures to meet the manpower requirements of development and cultural progress in general. Scarcity of resources and the shifting priorities of development have constrained the balance of pursuit of these aims. One of the objectives which had a low priority in the allocation of efforts and resources was the elimination of gender discrimination.

85. Illiteracy still remains the major problem in most developing countries and women constitute the larger proportion of the illiterates. About 60 per cent of the approximately 800 million adult illiterates in developing countries today are

women. Although the proportion of illiterates in the total adult population has decreased, the results are still not satisfactory. The absolute number of illiterates in these countries is still increasing. Gender differences persist among illiterates, especially because the lower enrolment ratio for girls at the elementary level increases the number of illiterate women. The following table indicates the position:

Literacy among women compared to men, 1970-1980

(Literacy - Men - 100)

	<u>1970</u>	<u>1980</u>
World total	84	85
More developed countries	99	99
Developing countries	65	71
Africa	35	47
Asia and Pacific	69	73
Latin America	91	94

86. The gender gap among illiterates has shown an increasing trend in developing countries. In 1960, the share of women among illiterates was 57.9 per cent. This increased to 59.5 per cent in 1970.

87. Trends in the process of equalizing the access of men and women to different levels of the educational system, as measures through enrolment ratios, show some interesting results. Over two decades, 1960-1980, the gender gap in enrolment ratios for the age groups 6-11 and 12-17 has remained virtually constant in developing countries, although there is an overall improvement in enrolment for both sexes. At the higher level of education, the gap is much narrower, in contrast to developed countries where the gender gap exists mainly at the higher level. At this level the gender gap has shrunk in the developed countries during the last decades, and it has already widened in the group of developing countries.

88. The persistence of these gaps prevents the equalization of educational opportunities, with consequent effects on employments, skill acquisition and participatory opportunities in all fields. The widening of the gap in higher education is a matter of serious concern, because this sector is the training ground for entry into many areas important for development, e.g., science and technology, communication, industries utilizing high level technology, professions such as law, medicine etc. It is also the training ground for most managerial and decision-making occupations. The participation of women in decision-making positions, which is already limited, could shrink still further if this gap were to expand.

89. Women who are deprived of adequate access to educational and skill development opportunities are also the ones still mostly employed in traditional and informal sectors, which have been ignored in development strategies. They also receive far less technological/informational support, legislative protection or even recognition as workers. They are generally the poorest, the most over-burdened

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with the unceasing struggle for survival for themselves and their families, especially the children, and the most exploited by their employers, families and the community. Lack of education compounds and perpetuates their poverty and lack of information about their rights, options and methods to change and improve their situation, keeps them trapped in a vicious circle of low productivity, poverty, over-burden of work, lack of time to benefit from even available educational and training opportunities which could extend their options and bring them into the mainstream of development.

90. Who are these women? The illiterate and less educated women in developing countries are overwhelmingly present in the work force as paid or unpaid workers in agriculture, in handicrafts, as migrant labour in urban slums, as casual labour in plantations, mines and factories, as home based producers in the informal sector, as market women selling fish, vegetables, handicrafts, processed food, fuel and fodder.

91. In developing countries lack of education and other skills leads women to seek employment as domestic servants, an occupation in which they are often exploited and which offers low wages and uncertain and long hours, with no paid leave or other social benefits. Other occupations in which women find themselves are those of barmaids, hostesses and receptionists, which are usually outside the reach of labour regulations. Sometimes young girls under the minimum age of admission to employment work as domestic servants or as entertainers under harsh conditions and often without adequate pay, food or shelter.

92. While technological inputs coming through the transnational corporations and other large companies find in young women a source for cheap and docile labour, the educational handicap is still considered to be the biggest stumbling block for other women obtaining any technological support for their household or productive activity.

93. The educational handicap also constitutes a barrier to women's access to essential knowledge of health care, protection against environmental degradation, pollution and other dangers and of their legal rights. Against this bleak picture, women who have been able to gain access to education have entered many new areas of occupation where their participation was virtually non-existent before and have been able to benefit in many ways from the process of development. This process of occupational diversification through education has been accelerated during the Decade in many developing countries.

94. The major lacunae in educational development are in the areas of cultural change and promotion of social values which support and reflect the goals of development. Cultural transformations are taking place in developing countries, but in many cases through processes over which the people and even the governments have little control. New values and aspirations are often promoted, directly or indirectly, for profit maximization by forces inside or outside the country.

95. In societies with high rates of illiteracy, the audio-visual mass communication media acquire a crucial role in cultural change. Mass media, art and literature tend to reflect prevailing attitudes, trends, social movements and

ideas, particularly of the section of population responsible for designing them. If used dynamically, they can be forceful motivators of social change. If not, they are a mirror for existing values and serve to strengthen and reinforce traditional ideas and the status quo. At the very worst, they can actually inhibit or reverse the process of change. Education too can be either a mechanism to facilitate and direct social change in desirable directions or an instrument of regression in the hands of a dominant section which seeks to reverse the process. In the case of women's equality, the history of literature and other media during the periods of national liberation struggles when the concept of women's equality also gained substantial approval provides ample evidence of this progressive role that they have sought to play.

96. Reviews of the role of education and the mass media in developing countries during the contemporary period, however, indicate that in their present forms these systems have actually helped to perpetuate stereotyped images of women's roles based on the experience of the urban middle class or the social elite and to a certain extent they have also projected consumption patterns and role models borrowed from developed countries' life styles.

97. In many countries, such changes have contributed to a widening of the gap between the elite and the masses of the people, between rural and urban populations and between the rich and the poor. The images of women and their roles are firstly unrealistic since they do not consider the vast majority of women who perform many and varied roles inside and outside the home for the families' economic survival. Secondly, they are demeaning and undignified, as in the case of images of women in the cinema and advertisements which project women either as sex objects or as glamorous beauties or housewives whose value to society is derived from their use of cosmetics and fashionable clothes or whose social status depends on the ability to use various consumption goods.

#### E. Science and technology

98. Developing countries have relatively poor scientific and technological capacities at their disposal. The promotion of science and technology in these countries thus requires strong international communications and a pooling of the existing scientific knowledge and technological potential in line with the developmental needs of developing countries.

99. The main issue connected with the utilization of science and technology as a tool to speed up the development of the developing countries is, therefore, the transfer of technology and, in this respect, the choice of technology. The transfer of technology must be viewed as a complex process, involving a range of economic, financial, legal and sociological factors. In this connection, local inputs - primarily knowledge and information on technologies, trained cadres, legal and other regulations etc. - are needed. The process of selection of technologies calls for an analysis and assessment not only of the economic impact, but also of the social impact. What must be kept in mind is that, while technology itself is neutral, the application of technology can have considerable social effects, since through technology a system of domination and exploitation, as well as a set of

social norms and ethics, may be transferred. A social impact analysis should be a constituent part of any transfer of technology arrangement. This analysis should specifically consider the impact of technology on women, family and community life and other social and cultural values of the new environment to which the technology will be transferred.

100. Women are involved in science and technology through the structural transformations that occur with the transfer of technology and scientific and technological development and as participants in research and technological activities and as persons experiencing the impact of the new technologies on their everyday lives. In all cases, their involvement should be much stronger than it is at present. It is also very important that women understand scientific and technological innovations, because this enables them to influence the general social attitudes towards technological change through existing non-formal education.

101. The radical changes in the organizational pattern and activities of the society, associated with rapid scientific and technological change in the overall organization, which are presently being experienced in the developed countries may also dramatically affect all developing countries and lead to either a more dynamic and humane development or to an even higher degree of dependency and exploitation. The problem of the marginal position of some members of society, and of women specifically, cannot be solved unless the elements of these new technologies can be built into development strategies in accordance with the concept of integral development.

102. Furthermore, the latest so-called frontier and trans-disciplinary technologies can be used in different ways and at different levels. Their use can serve to accentuate the productive role of women, because such technologies are applicable to a number of areas which are of relevance to the better quality of life and to the integration of women in development, i.e., food production, clean water supply, improved housing conditions, use of alternative energy sources, education etc. Such technologies also stimulate the growth of employment, as they offer a variety of employment combinations.

103. However, it should be kept in mind that it is economic and political considerations, rather than social and cultural ones, which determine the availability and terms and conditions for the access of developing countries to new technologies and which are important for national development. Women's access to technological development thus also depends on the global relations between the owners and users of technology and those who try to secure access to new technologies and to processes. This implies that major efforts should be made to maximize the utilization of the existing knowledge in developing countries and to lessen the technological dependence on developed countries.

104. Women have traditionally gained knowledge and experience in areas such as agricultural production, energy utilization, running the household, manufacturing objects for everyday use, home medicine, etc. which have not been exploited from the developmental point of view. The application of new scientific and technological devices and knowledge may lighten household drudgery in urban and rural areas, providing better water, energy and other community facilities. This would release energies which women might be encouraged to direct towards active and useful participation in other economic and social areas and in the overall technological transformation of the society.

F. Health and social security, population, housing, urbanization and environmental issues

105. The still largely unresolved problems of the interconnections between economic and social development and the increasing concern for the distributional and human dimensions of development indicate the need to pay more attention to all aspects of social development. These issues of health, social security, population trends and family planning, housing urbanization and the environment are linked with the general problem of the level of socio-economic development of a country, its resource base and social policies.

106. Millions of people in developing countries are trapped in poverty, malnutrition, hunger and disease, although there are regional variations in living conditions. It is estimated that acute forms of protein energy malnutrition affect 35 per cent of school children in Africa, 16 per cent in Asia and 4 per cent in Latin America. Similarly, it is estimated that two thirds of pregnant women in the developing world suffer from nutritional anaemia, lack of maternal child health care services, lack of proper sanitation and a safe drinking-water supply. By the end of the past decade, only 2 per cent of households in developing countries had access to a potable water supply and over three-quarters of the population lacked access to sanitary facilities. This has its effect on future generations.

107. A disaggregation of social indicators by regions reveals that not only is there a great gap between the developed and developing countries but also that there is great diversity among the developing regions.

108. Most developing countries are faced with the problem of a decline or slowing down of the growth rate of production, rising unemployment, growing deficits in balance of payments and inflation. All these adversely affect the availability of resources for social services, i.e., health, education and social security.

109. Despite the methodological weaknesses of the existing social indicators and an absence of data on access to and distributional characteristics of the social development infrastructure, the trends indicate that results differ sharply also within regions and that social improvements definitely do not come automatically as a by-product of economic growth. In many cases health resources are disproportionately concentrated in big cities, at the expense of primary health care for the masses in rural areas. Problems requiring careful study include disparities in income and living standards and the care available to different social groups, inadequate planning and management of health development problems of inter-sectoral co-ordination, administrative decentralization and involvement of the people in the planning, programming and implementation of health care programmes.

110. Very few developing countries have systems of social security. Even where such systems exist, a large part of the population in the informal sector - a substantial proportion of which are women - is not covered by the existing systems of maternity benefits, health insurance, old age benefits etc. In some countries voluntary and philanthropic organizations supplement state action. However, their work is often unco-ordinated and not adequate to deal with the increasing demands

of urbanization and poverty. The development of social protection is linked to changes in the development strategies and orientation directed towards the satisfaction of basic minimum needs, the reduction and elimination of poverty, promotion of employment opportunities and improvement of the working conditions of labour.

111. It is becoming increasingly more obvious that population policies should be implemented parallel with better health care and general socio-economic development, as population issues touch on very fundamental human values.

112. The first World Conference on Population, held at Bucharest in 1978, observed that large families were a result of poverty rather than a cause of it. The World Population Plan of Action adopted at Bucharest suggested several social and economic measures, including reduction of infant mortality, maternal and child health care, women's integration in development and promotion of women's education and employment, increasing age at marriage, as critical for fertility control. Over the years there has been increasing recognition of the interlinkages between the status of women and population and development trends.

113. The World Conference on Population, held in Mexico in 1984, stressed that population strategies cannot be limited to the analysis of population trends, since there is a dynamic interrelationship between these and socio-economic transformations. Hence, what is required is a set of co-ordinated strategies and activities for the promotion of economic development, the quality of life, human rights and, in particular, the fundamental right to individual choice.

114. Many developing countries have accepted population policies as part of development planning. However, inadequate development and outreach of public health services and overemphasis on contraceptive services have defeated the objective of population policies. The initial attempts which followed a single line approach, believed that women's education and employment had a direct impact on their fertility behaviour. Recent researches have shown that there is no one-to-one co-relationship between education or employment and acceptance of family planning methods. Fertility behaviour is the result of a composite set of factors which affect the overall status of women within the family and the community. Studies have also shown that promotion of home-based employment often runs contrary to the social objective of a small family, as children are seen as potential workers. A frontal attack on the problem of population growth, therefore, should focus on the improvement in the economic, social, political and educational status of women.

115. The demands for the right to safe abortion and contraception come from women and these are fundamental to their ability to exercise control over their lives. However in many developing countries women have been made victims of contraceptive technology. The right to decide the form of reproductive control should be with the individual.

116. The status of women and the advancement of their role in development remain critical elements in the achievement of these objectives. The persisting inequalities between men and women, which are evident in the higher incidence of

poverty, unemployment and illiteracy among women, the limited range of employment categories offered to women, and the uneven sharing of home and family responsibilities make it difficult for women to participate actively in the socio-economic development of the country. Population policies should be viewed as an integral part of overall socio-economic development.

117. The rapid growth of cities in developing countries has created serious problems, since a large proportion of urban migrant workers are living in temporary hutments and settlements without adequate basic amenities. The growth of cities and the steep rise in rural-urban migration are manifestations of imbalances in the location and expansion of productive activity. Women are particularly affected as many of their activities are connected with their homes, and bad housing and unhygienic conditions are detrimental to both their own and their families' health. Policies for slum clearance and urban housing have overlooked women's needs and problems.

118. The growth of cities has also created ecological problems. The growing demands of expanding cities have put undue pressure on natural resources, destroying the harmony between human beings and nature, and have led to a degradation of productive resources like water, land and forests. With increasing pressure on the land, over-grazing and deforestation, severe environmental damage has followed. The burgeoning cities are posing a threat of environmental pollution. The industrial complexes in cities release pollutants in the air and dump industrial effluents and untreated waste into major rivers. A report from the United Nations Environment Liaison Centre has warned of the dangers of pollution through the attempts by chemical industries in advanced countries to dump toxic wastes in developing countries. Women face the problem of not only the ill effects on their physiological system but also the deleterious effect on their reproductive systems and unborn babies. The criminal negligence and violations of safety standards by multinational companies in developing countries are a matter of serious concern. Women activists in the Pacific islands have organized protests against the water pollution which has caused the destruction of fish, the biggest source of nutrition to the families.

119. The problems of environmental degradation and pollution have become important issues in many developing countries. The expansion of agriculture by clearing large tracts of forest has caused desertification and severe soil erosion, a problem which is extremely serious in sub-Saharan Africa, north-western Asia and the Middle East. Forests are crucial to the ecological life of many developing countries and deforestation has created serious problems, as the consumption of forest resources has exceeded replacement possibilities through natural growth. This has affected millions of rural households and the role of women in these households, as well as the nutritional level of the families. The human costs of malnutrition, famine and disruption in the lives of people seeking employment in big cities are a matter of serious concern. The reckless exploitation of natural resources cannot be sustained over a long period of time. The process of development itself is causing an environmental threat. A few ecological movements have poignantly focused on the whole issue of what "development" actually promotes. The practice of replacing forests by plantations has caused severe damage to the ecology of certain regions. Eucalyptus plantations cannot be a

substitute for dense forests which provide fuel, fodder, fruits and other minor forest produce to women. It is now a well established fact that with the depletion of these resources, gathering of fuel and fodder has increasingly become a time-consuming task for women. The movement for afforestation can only be sustained if women become central to the decision-making process at the village level, as it is they who are vitally affected by it.

## G. Institutional analysis

### 1. The role of Governments

120. In principle, most Governments have accepted the improvement of the social, political, economic and legal status of women and the integration of women into development as desirable goals and planning objectives. The response of government, parliament and other political institutions at various levels to the need for the integration of women's issues into development plans is important for the effective implementation of appropriate strategies.

121. During the Decade there has been advancement of women in various sectors, and women's access to health, education and employment has increased. Although this stands as an achievement of the Decade, yet, keeping in view the slow pace of women's growth in different sectors and the gaps where action is ineffective or inadequate, the much needed all out thrust on women's programmes has been missing. Most Governments have enacted legislation which covers broad issues like protective legislation, social legislation and legislation regulation conditions in the industry. Nevertheless in practice a majority of women have not been able to take advantage of such legislation as the administrative structures responsible for their implementation have been by and large ineffective.

122. Country experiences indicate that during the United Nations Decade for Women many countries established governmental machinery, either as part of the existing administrative structures or as independent agencies, i.e, commissions, bureaux, ministries, for women's affairs or in the form of national councils which are extra-governmental organizations. Most of these mechanisms were created with the objectives of establishing responsibility and accountability within the government for planning, programming and implementing programmes for women and to act as a catalyst providing the necessary infrastructure and resources support and for training personnel and reviewing, monitoring and evaluating policies and programmes and their impact on women.

123. The mid-Decade review of the efficacy of these administrative and institutional mechanisms indicated that the constraints to action have ranged from conceptual to resource and organizational factors. They do not have strong executive and resource support and have a limited mandate. The tendency has been to locate such units mainly within departments of social welfare and culture which are considered "non-productive" and are usually not in the mainstream of the development effort and also suffer most from budgetary constraints during economic recession. The experience of some developing countries also indicates that the existence of governmental or state mechanisms of this kind tends to reduce the concern of other administrative organs and of society as a whole for the advancement of women and leads to a diminution of activity in this direction.

124. As already indicated, the problems with regard to the role of women are closely linked with the problems of overall development. However, most Governments have perceived the role of women as a "specific interest" issue without making any attempt to integrate the problems involved into the mainstream of development planning. In many developing countries, "women specific" projects were designed to provide income-generating activities and basic needs to poor rural and urban women. These efforts basically addressed the immediate needs for survival faced by women in the poorer section without addressing the multi-dimensional and multi-sectoral processes and structures that marginalize these women. The governmental bodies deliberating on the crucial strategies of food production, industrialization, rural development, science and technology and monetary reforms still face the problems connected with the integration of the role of women into their overall plans of action.

125. It is becoming increasingly evident that issues related to the position of women cannot meaningfully be dealt with only through specific projects, without effectively linking them to economic policies, plans and programmes, and making these projects an integral part of the long-term process of development. The failure to deal with structural inequalities affect the allocative, distributive and participatory process in policies and programmes.

126. During the United Nations Decade for Women, beside the "integrative approach", arguments for "specific traditional strategies" and policies by the government to deal with the historically disadvantaged position of women were put forward. The approach was based on the assumption that the understanding of the role of women could be strengthened within the complex framework of government by setting time-specific and measurable goals within each important sector, thus operationalizing the concern for the position and role of women and translating it into programmes of action. A survey conducted by the International Labour Organisation in mid-1984, on the integration of women in national development plans, revealed that only 12 out of 44 developing countries had incorporated employment of women by sectors in their national development plans, 28 countries had set up governmental bodies dealing with the question of female workers, and only 19 out of 44 countries had undertaken sectoral surveys to investigate the problems and prospects of female workers. Much ground remains to be covered before the legal guarantees and administrative measures can be put into practice. Attempts at removing legal obstacles and improving access to education and other social services have not prevented growing poverty and malnutrition, rising unemployment and underemployment coupled with an increasing work burden and persistent marginalization of women in the economy and in decision-making structures, although there have been varying results in the individual countries and regions.

127. However, during the Decade Governments have experienced considerable difficulties in their attempts to articulate these new approaches in policies and development action. These are due to a number of factors: the persistent invisibility of women as a critical issue within development structures, continued lack of awareness and understanding of the difficulties that women face even when they are participating on equal terms in development both as beneficiaries and as agents, and delays in developing an adequate set of monitoring and evaluation instruments to speed up effective implementation of adopted policies.

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## 2. Role of public and private enterprises

128. One of the important factors in the development of programmes and plans of developing countries is the growth and expansion of public enterprises and the public sector. Initially, public enterprises operated principally in the infrastructure and the public utilities, but their range of activity has now considerably expanded.

129. Being part of the broader stream of the public sector in developing countries, public enterprises are important instruments of national and collective self-reliance and are oriented towards increasing the countries' autonomy in using and developing their natural and human resources in order to increase the well-being of the population as a whole.

130. One of the responsibilities of public enterprises is promotion of the integration of women into the developmental process and of a conscious policy directed towards the advancement of women. The responsibilities of public enterprises in this regard, however, differ in accordance with their scope and nature, their mandate and function and their scope and coverage of national planning and the legislative framework. But, by and large, they cover a wide range of commercial and/or non-commercial functions of great importance in everyday life.

131. Practical experience in the operation of public enterprises in developing countries has shown that they generate progressive social change in these countries, including positive moves towards involving women in the mainstream of development. However, the public sector in general and the public enterprises in particular are still not strong enough to constitute a major or even a very important factor in involving women in the transaction of their socio-economic position and are thus not making a sufficient response to this complex task.

132. In view of the need to implement the socio-economic objectives of development and the advancement of women, due consideration should be given to the role of private enterprises.

## 3. Political participation

133. The right to participate in the political process through equal rights to vote and to hold public offices has been always recognized as the first step to women's equality. At its very first session in 1946, the United Nations Commission on the Status of Women resolved to obtain information on women's position with respect to the right to the vote and the right to be elected in national elections. This principle has been reiterated with greater vigour since the beginning of the Decade with some impact. At the end of the Second World War, only 31 countries had conceded women's suffrage. By 1979, women in 129 countries had won equal political rights. Seven developing countries granted this right to women constitutionally during the Decade.

134. Women's participation as voters is generally reported as lower than men's, but where the experience of exercising the franchise has a longer history, this gap has

been narrowing. Marked increase in women's participation as voters during the Decade has been reported by several countries in Africa and a few in Asia and Latin America. Two countries have reported some decrease. Most countries still do not maintain participation data by gender.

135. Despite the near universal recognition of women's suffrage and their right to be elected, the disparity continues between men and women in appointment to these offices, though there has been a marginal improvement during the Decade. In several countries, women stood for the first time for offices of high dignity. A few countries, however, still exclude women from these offices by convention.

136. Although a definite increase has been brought about in the exercise of vote by women, their participation in politics and in the process of decision-making is still insufficient. Women's representation in executive, judiciary and legislative posts at different levels is not significant, with the exception of a few countries.

137. Having understood this problem and recognized it as an important barrier to social and economic progress and developmental changes, most developing countries have been adopting and trying to implement policies and measures which would mitigate and remove it. Many of these efforts and measures have been promoted through the implementation of United Nations instruments, such as the Convention on Equal Political Rights of Women, the Convention on the Elimination of All Forms of Discrimination Against Women etc.

138. Women's participation in political and semi-political organizations such as parties, trade unions and co-operatives varies with the nature of the political system. Organizations which were formed to spearhead popular movements against particular régimes mobilized women, and many of them developed women's organizations or women's wings as part of their organizational structure. Similarly in trade unions, women were mobilized during struggles for better wages etc. but the general pattern of leadership displayed either an absence or serious under-representation of women in leadership at all levels. In countries where the women's issue is being actively debated, two trends have emerged during the Decade: (a) active women's wings or organizations within parties or trade unions with some channel of communication between them and the general leadership and (b) separate but politically-oriented women's organizations. Accommodation of the women's demand for representation within organizational hierarchies has been somewhat more positive with political parties. With some exceptions, there has been a greater resistance from trade unions.

139. Women's wings of political parties have been important channels of communication to obtain support for government's policies from women at the grass roots. Many of them have also taken up work for eradication of illiteracy and other welfare activities for women, children and other handicapped groups, but only a few have also acted as a communication channel to bring problems of women at the grass roots to the attention of national policy-makers. A new type of political organization by poor self-employed women has emerged during the Decade in many developing countries. As self-employed, they were excluded from the scope of the trade union movements. The need to protect their livelihood and to obtain access to cheap credit and markets and to press their economic and other problems on

policy-makers have supplied the motive for the formation of these bodies. Some of them have demonstrated rapid expansion of membership and considerable militancy in pressing their demands. There has been a general vitalization of the women's movement in many countries during the Decade. Women activists have focused on women's economic needs and have entered the search for new strategies for increasing women's role in development and to improve their rights of access to resources and power. They have taken up issues specific to women, such as physical rights of women to equality and dignity within the family and the community, and the major developmental issues, such as poverty, unemployment, ecological imbalances and degradation, the role of transnational corporations and political repression.

140. This rapid growth of informal political activity by women to advance their own interests and their rights as citizens at the same time that their role in the formal political structures has remained virtually unchanged has resulted in a serious conceptual debate among activists regarding the concept and indicators for political participation.

IV. IDENTIFICATION OF THE PROBLEM AREAS AND OBSTACLES IN  
ATTAINING THE OBJECTIVES OF THE UNITED NATIONS  
DECADE FOR WOMEN

A. Background

141. The process of change initiated by any development results in interaction between the characteristic features of the development model and the existing social structure with its in-built diversities, inequalities and value orientations. Yet this is not a one to one relationship. A development model is not a static one. Perspective priorities and instrumentalities change in response to changing situations - some internal and some external. All developing countries have had to live with the problem of resource constraints emanating from their unequal and vulnerable position in the present international economic structure over which they have little control. This international inequality in itself has often restricted, even distorted, their choices of development models and priorities.

142. The developing countries are increasingly being forced to rely only on mobilization of internal resources to make up for sharp reductions in the availability of external resources. The very consequences of long-term development processes which are often inimical or at best indifferent to the interests and needs of poor people are being felt through interlinked crises or massive and growing impoverishment, exploitation and inequality, food insecurity and non-availability of food products, financial and monetary disarray, environmental degradation and growing demographic pressure. The age-old pattern of sexual division of labour responsibilities and rights, combined with religious, customary and other sanctions, continues to adversely affect the status of women. This is compounded by the shift in bilateralism in aid and the cutbacks in contributions to multilateral institutions by some of the richest, most powerful and most militaristic nations.

143. The deterioration of the economic situation of developing countries and the exigencies imposed by the payment of external debts by international creditor institutions have been accompanied by severe restrictions in social expenditure of these countries, and this has brought about reduction or cancelling of programmes or other measures for women's programmes in vital areas such as health and education. Increase in unemployment as a result of the crisis has affected more women than men because these obstacles have put them at a greater disadvantage. It is simply a retrogressive situation and not simply a static one, and it can put women in a more unfavourable position than the one existing at the beginning of the Decade.

144. One of the basic obstacles to women's equality and development is the non-recognition of women's pivotal role in society. They have been relegated to performing a marginal and secondary role. As a result of this, they have been denied in most countries the basic rights to property and capital and access to education, health and employment. Lack of concerted and determined efforts to remove gender bias is also an important obstacle to women's right to equality and development. Women in large areas still remain invisible. This invisibility is a critical issue which stands in the way of proper perspective in the preparation of development plans, allocations and organizational structures. The success of the United Nations Decade to achieve equality and development for women with special reference to health, education and employment has been limited. Some of the factors responsible for the limitation are inherent in frequently inadequate concepts of development such as the one based exclusively on growth and increase in productivity of export-oriented sectors.

145. The fragmented approach to development has in general proved to be unsatisfactory for overall national development as well as for the advancement of women.

146. Another reason for the limited success of development programmes for women is the scant attention paid to the linkages between women's productive and reproductive work. Programmes or projects usually focus on only one or the other aspect. Thus, for example, income or employment generation schemes often ignore or assign low priority to the fact that a woman working for wages has also to expend time and labour to collect firewood, fetch water, cook, wash, clean and look after children or the aged. On the other hand, schemes for improving female literacy or health are often planned and implemented with scant regard to the fact that the women beneficiaries may spend a considerable part of their time working for wages or seeking employment. Although a large number of the Decade's reports and project evaluations have stressed the need for a more "holistic" view of women's work, project planning still continues to neglect it.

147. Even more damaging, however, to the success of development efforts is the fact that there has been insufficient recognition or addressing of gender-based hierarchies and power relations within families, communities and society at large. Women's experiences of the development process are shaped by gender relations that define and limit their access to income, employment and productive resources, as well as place on them disproportionate burdens of work, while allowing them less than equal access to nutrition, health care and education. Control of women, based

on sexual taboos and fears of female sexuality, seriously impedes women's access to education and health services, participation in the labour market and in other income-earning work outside the home through restrictions on female mobility and hampers women's ability to control fertility by restricting their access to such family planning services as are available. The serious effects on women's physical and psychological health of excessive child bearing under conditions of malnutrition and overwork and of certain traditional sexual practices have now been extensively documented.

148. Adequate efforts have not been made to draw up suitable policies in government departments and planning bodies, and the government functionaries have not been sufficiently sensitized to women's issues. There has been no systematic approach for creating infrastructure facilities which would make it possible for the disbursement of benefits of development to women.

149. This is best reflected in the fact that in almost all sectors no data collection is done on the basis of gender. The process of data collection is being done according to the stereotyped norms and little effort is being made to generate data which would enable the formulation of policies in areas where there are gaps or which have not been attended to so far.

#### B. Agriculture, food production and rural development

150. In 1979 the World Congress on Agrarian Reform and Rural Development observed that recognition of women's role in agricultural and non-agricultural activities "is a prerequisite for successful rural development based on growth with equity". The validity of this observation remains unquestioned. The persistence of the subordinate position of women in society, as illustrated by the experience in the agriculture and food sector, is a negation of the goals of development which equally affects all members of society, regardless of sex or creed. Conversely, the elimination of sex-based inequality could constitute a legitimate basis for innovative approaches to the implementation of the objective of self-reliance and provide an opportunity to test integrative development in practice.

151. New initiatives are needed to reorient agricultural and rural development policies to make room for women's needs and opportunities and to expand their role in agricultural and rural development. The Conference of Non-Aligned and Other Developing Nations on the Role of Women in Development, Baghdad, 1979, recommended a reduction of the gap between sectors practising modern agriculture and the rural subsistence sector.

152. Women are the major producers of food, yet most of them work under extremely harsh conditions with poor tools and low levels of inputs in terms of new knowledge of production techniques, seeds, fertilizers, irrigation etc. Some of the issues that link the growing food crises in many parts of Africa to the neglect of women as primary producers of food have been identified.

153. Pricing and wage policies have differential impacts on food production, women's status and nutrition of families. Where women are the main producers and

sellers of food, higher prices would help to increase production and women's income. But where a large section of the rural poor and landless are purchasers of food, as in many parts of Asia, high food prices would lead to increased malnutrition among women and children.

154. It has been reported that landless women workers in Asian countries express a preference for payment of wages in food to ensure basic nutrition for their families, while the men from such households prefer cash payment. This differential response is explained by (a) women's lack of time to purchase food from the market, (b) rising prices of food commodities, particularly in inflationary situations, and (c) the tendency of their men to spend a large share of the cash income on non-essential consumption, e.g., alcohol.

155. The most important obstacles in implementing strategies identified in the past to improve women's role in agricultural and rural development have been at the conceptual level, at the infrastructural and operational level and at the implementation level, where competing priorities and social resistance were compounded by ignorance and lack of awareness on the part of land functionaries of local communities and by the lack of voice of rural women in development decisions.

156. The conceptual obstacle lies deep rooted in the persistent lack of understanding and knowledge about women's role as producers and providers of family subsistence. The continued lack of adequate data, biases in data collection and problems of measurement of women's role in various activities of rural life - at the household and the farm level - continue to mystify policy-makers. Micro studies have provided many insights into this area of darkness and have invariably indicated the negative consequences of neglect of women as major contributors to the rural economy. However, the wide range of variations in local situations, agronomic characteristics as well as differences in the pattern of sexual division of labour, have tended to encourage and rationalize failure to draw adequate lessons from such micro studies.

157. National data systems have registered little improvement in incorporating information about women. Over-dependence on survey methods to obtain quantitative data have often prevented an adequate understanding of the operational characteristics of farming systems which require a combination of socio-anthropological approaches with the need for generating hard data. Inadequate investment in research thus remains a major obstacle to conceptualizing women's role in agriculture and rural development. Most of the research on rural women's problems in development during the Decade have been dependent on international funding. The results of such studies are often not known to national governments or development agencies, nor has there been much involvement of universities and other national research institutions in this area. Familiarity and expertise have thus remained confined to a few individuals, and data and information from accumulated studies to a few international agencies or women and development institutes in the developed world.

158. At the root of the persistent bias that continues to regard women's development as a low priority area, however, is women's lack of status and voice in decision-making. Changes in laws which have sought to give women a position of

equality in the overall national context have not been reflected in the laws that are most important in determining the structure and quality of rural life, i.e., the laws relating to the ownership of basic assets.

159. The World Congress on Agrarian Reform and Rural Development and most other discussions on women's role in development have recommended an anti-discriminatory strategy to open up for women equal opportunities to own land, livestock and other productive assets. Even where such legal changes have been made women have seldom been able to obtain clear titles or undisputed access to the use of such assets. On the other hand, other policies, such as commercialization of agricultural land for production of cash crops, privatization of communal land and the importance attached to the household as the basic unit for determining ownership status and programme benefits have tended to defeat policies which aim to recognize women as equal owners or independent beneficiaries.

160. When women are viewed as automatic beneficiaries through a household approach, such policies do not resolve the problem of ensuring equal status for the woman. In a male-headed household, the role of the woman continues as invisible unless she is an independent wage earner. The invisibility and the lack of status of women in rural society is the result of both structural and attitudinal factors.

161. The "women and development" debate over the years reveals that the central issue is the extent to which women should bear the burden during economic recession or progress and reorder their priorities. The arguments on both sides are based on several sets of assumptions about women's role in society.

162. The dilemma lies in the choice between a mere "cushioning" of women from the negative impact of the development process and the "equity approach" to women's issues.

163. Currently, several approaches are being discussed and tried out within different countries, which cover a whole range of activities from sensitization to action on several fronts depending on the receptivity of the national structures, mobilization efforts of women's groups outside the governmental structures and their propensity to influence the decision-making process. The instrumentalities range from legislative changes, women-specific projects and creation of national mechanisms to improve data on women through research and documentation.

164. The initial approach to women's issues was basically social and humanitarian. It is interesting to note that many of the women-specific United Nations conventions were protective and were based on the recognition of the reproductive functions and special needs and problems of women workers. Earlier International Labour Organisation conventions were regulatory in nature, and in some countries women have agitated against conventions, such as night work, which they think are unduly restrictive and deny women the right to choose the job. These conventions are applicable to limited groups of workers in the organized sectors.

165. The first explicit mention in the United Nations of the "integration of women in the total development process" was made by the Industrial Development Strategy for the Second United Nations Development Decade and was adopted by the General

Assembly in 1970. The concept was further elaborated by the World Plan of Action for the Implementation of the Objectives of the International Women's Year adopted at the World Conference of the International Women's Year, in Mexico in 1975. While condemning discrimination by sex as fundamentally unjust, an offence against human dignity and an infringement of basic human rights, the major focus of the World Plan of Action was to provide guidelines for national action to ensure "full integration of women in the development effort", on the basis of equal rights, opportunities and responsibilities of women and men. The basic elements of the strategy for incorporating women's concerns into the development planning at the national level were identified as:

- (a) A national strategy with its own targets and priorities within a plan;
- (b) An operative mechanism to assess the progress made;
- (c) Changes in social and economic structures to make possible the full equality of women;
- (d) A clear commitment at all levels of government to take into account women's interests and needs at all levels of policy and decision-making;
- (e) Special measures to meet the needs and problems of different categories of women who had been the most disadvantaged.

166. In many developing countries, "women-specific" projects aimed at providing income-generating activities and basic needs to poor rural and urban women. Such endeavours seeking to address the immediate needs of survival faced by women in the poorer strata did not address themselves to multisectoral problems that confronted them and perpetuated the conceptual barrier to a better understanding of the processes which marginalized women. Measures directed at certain aspects alone are negated by other processes.

167. In most current discussions the "integration" has become a zero-sum game and important micro goals are adversely affected by macro approaches. The crucial deliberations on food strategies, industrialization, rural development, monetary reforms, science and technology etc. still face problems in integrating a women's dimension within their overall plans of action, although "integration of women in development" has considerably enriched our development vocabulary.

168. The strategy of "integration" could be counter-productive and self-defeating if the "integration" does not take note of the causal connections between the nature of certain social structures and women's subordinate and marginal status. Such an approach fails to challenge the structural barriers. It also fails to deal with the linkages between ideological superstructures that envelop women's subordinate status in society and the under-valuation or exclusion of women's work from the socially defined range of work and national accounting systems.

169. The need for effective and popular participation and promotion of local organization and institutional mechanisms to facilitate such participation has already been recognized as a condition to fulfil the basic needs of the poorest

groups of rural population and to alleviate poverty. ILO has recently been placing emphasis on the promotion of grassroot organizations of rural women workers not only to ensure their voice in development decisions but also as innovative experiments involving such grassroot organizations to indicate an acceleration of development - economic, social and structural - when women collectively exercise their choice in directing development in a particular direction.

170. Empowerment is a strategy to reduce the handicaps which restrict women's ability either to benefit from available services and rights or to participate effectively in exercising their voice or in struggles to improve their conditions. The differential in the nature of men's and women's responsibilities, particularly in rural society, is often misunderstood as their "apathy" or "passivity" to respond to forces of change. What is often attributed to "women's backward consciousness" is generally the result of their lack of time, over-burden of work and their primary responsibilities in ensuring the survival of their children. Thus, child-care facilities need to be viewed not merely as a support service but also as a means to enable them to participate more actively in community affairs, peasant organizations, trade union activities etc. A supplementary income from handicrafts or access to other alternative sources of income during non-agricultural seasons may provide a life-line to enable women to resist unequal and exploitative wages in agriculture. Without such supportive strategies that empower them to surmount the handicaps that emanate from their present subordinate status, the right of participation may remain as distant from their grasp as educational, legal and political rights have been for several decades.

### C. Industrialization

171. The widespread recession has been itself a factor contributing to the slow growth of women in industry. The debt position of countries in Latin America and a large number of developing countries in Africa and Asia has an adverse effect on the status of women in industry. There has been no major structural change of technological breakthroughs in favour of women.

172. The industrialization processes in developing countries have also been affected by transnational corporations from the developed countries, which often see industrial development in developing countries as a means of transferring obsolete and unclean technologies or as a means of increasing profits through redeployment of labour-intensive industries. This has particularly affected the position of women since their employment in the industrial sector has greatly increased without, however, securing better working conditions, protection, remuneration etc. Ineffective machinery for implementation of legislation and a lack of unionism have created a situation of exploitation.

173. The lack of supportive services such as adequate transport facilities, which inhibit women's mobility, and child care facilities and maternity benefits have retarded the employment of women in industry. There has been little organized effort for opening new avenues for women to tap their potential, nor have new avenues been identified. Policy decisions need to be taken to push women in these areas. Training programmes have been designed in a sporadic manner to provide

opportunities for women only in certain areas at operational levels. There are hardly any training programmes to improve their skills in doing work at supervisory and managerial levels. In the informal sector there are no infrastructure supports for assisting women in procuring raw materials, better marketing facilities and access to credit or in adopting new designing technologies.

174. The constraints in extending credit to women are multiple and fall into 3 main categories: (a) constraints facing women; (b) constraints facing financial institutions; and (c) constraints facing the Government.

1. Constraints facing women include the following:

(a) Socio-economic obstacles:

- (i) Religious and other customary restrictions;
- (ii) Difficulties in establishing saving e.g. often income from cash crops are paid to husbands;
- (iii) Lack of awareness of facilities available and how to use them;
- (iv) Division of labour according to gender;
- (v) Restricted physical access to banks;
- (vi) Too much concentration on small-scale enterprises;
- (vii) Failure to integrate women fully into co-operatives and other development societies;
- (viii) Unfriendly and frightening atmosphere of banks and credit institutions;
- (ix) Unfavourable terms and conditions of loan repayment;

(b) Lack of adequate technical knowledge and managerial skills. This includes the complete inadequacy of the extension services to meet the needs of women;

(c) Legal obstacles:

- (i) Legal status and property rights - land ownership and registration tend to favour men, which means women lack security to offer as collateral to obtain credit;
- (ii) Laws of inheritance of property of all kinds favour men;
- (iii) Marital status and the rights of married women are often unclear; customary law may govern their life in practice, in spite of statutory laws in their favour;

2. Constraints facing financial institutions (commercial banks, savings banks, credit unions, small business development windows in banks, development banks and money lenders) include:

- (a) Lack of support services;
- (b) Cumbersome loan processing which make it less attractive to process the very small loans often required by women;
- (c) Procedures and machinery;
- (d) Internal organizations which favour certain types of loans or borrowers;

3. Constraints facing the governments include:

- (a) Political considerations;
- (b) Inadequate extension and other field services that bring adequate credit facilities and knowledge of appropriate schemes to local women;
- (c) Poor village-level infrastructure;
- (d) Lack of foreign exchange.

175. Despite the constraints, throughout the Decade governments, organizations, individual women and groups have developed a range of credit facilities to service their needs. Women continue to borrow, invest and save largely outside modern banking systems. Two major factors restrict women's access to formal credit: women's lack of control over economic resources and the nature of their economic activities. Therefore, as a result, a range of alternatives to formal financial institutions have been developed.

176. In the absence of formal credit institutions, women are accustomed to taking informal credit from a variety of sources, such as relatives, to finance trading activities. Other sources of informal credit are money lenders and pawn brokers. There are also organized sources from which women take credit, among the kata of Ghana, Bulu of Cameroon, the Nupe ibo and yourba of Nigeria and "Kootoo" or Tonhu in Malaysia, "partner systems" in the Caribbean and SEWA in India.

#### D. Education, training, culture and the mass media

177. The educational systems in most developing countries were very heavily influenced by the colonial experience, both before and after national liberation. The structure of this system generates a competitive and full time activity which contributes to the power and dominance of a small minority, the elite. Mass communication media, particularly the audio visual media, have tended to reflect the preoccupations and interests of this group. Along with art, literature and educational patterns, the media have tended to push women into the home or into the roles and situations perceived by the elite as "appropriate". They hold up the

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unreal ideal of the glamorous consumer/housewife/mother; they create a false sense of values in groups aspiring to a "better" life, whereas the thrust should really be in the opposite direction, i.e., to create awareness of existing situations and to weaken the force of existing values that oppose women's equality through myths like the supplementary nature of women's work. There is an attitude all over the world of looking at women's economic contribution even in activities which produce goods, services and income as supplementary, optional or dispensable as though it were not essential to the economic existence of the household. In reality, however, there are extraordinarily few areas or circumstances where women's "economic" contribution could be dismissed as merely supplementary, optional or dispensable, but this myth has been very successfully practised increasingly over the ages to keep women under subjugation politically, economically and socially. This myth has been suitably buttressed by the glorification of the status of the housewife and such sociological observations that cease to do economically productive work measurable in terms of wages or of value added at or outside the home is a test or sign of upward mobility in the social scale.

178. While the media's contribution to this process is more obvious, the contribution of the education system is far more subtle and more powerful. A sensible person familiar with social reality can dismiss media images as fantasy but the same person, after training in one of the institutions of higher education in techniques of studying and understanding social reality and after absorption of many established theories developed by scholars in highly industrialized developed societies to explain women's role in society can be so overpowered as to accept all that such social science literature presents as real. Theories of labour force participation, women's role in the economy, and social transformation emanating from the industrialized societies has left no room for an understanding of the economic roles of women in peasant societies.

179. Efforts of researchers trying to understand the realities of women's lives in developing countries, particularly their work roles, during the past two decades have initiated a process of questioning of many established theories, concepts and tools for measurement in economics and other social sciences. However, this debate has barely touched the educational systems in developing countries, because such research has, by and large, been conducted by persons outside the system, nor have the results of this new scholarship found any room in the teaching and research activities of these institutions.

180. Media personnel, groping for ways to play a more positive role in women's development, recognize the need for research or at least contact with people doing research on women and development to improve their own competence to design better programmes. They also point out that sometimes the effort made by trying to improve the status of "women's programmes" is undermined by the portrayal of women in the other general programmes, e.g., through the exploitation of women in advertisements and reinforcement of traditional roles in social or mythological dramas. Mere diversification of areas cannot bring about the approach and perspective that is needed for women's equality and development. For example, the women's dimension is virtually totally neglected in target group oriented programmes in the media such as agriculture, animal husbandry, science and technology etc.

181. Research on women in development has evolved during the decade as an instrument for the advancement of the role of women and the main source for empirical data to assess the impact of development policies on women. It has also, in many countries, helped to sensitize the people involved in development planning and administration by raising issues resulting from empirical investigations and has helped to promote an ideological climate and public concern for women in development related matters. However, such research, by remaining confined to a few individuals mostly outside the institutions of education, has made little impact on the training and value transformation of younger generations. Another factor which affects the effectiveness of this type of research in promoting cultural and value transformation is its heavy dependence on international aid. This has often restricted its ability to influence public opinion or development administration. Sometimes it has also diverted attention from the goals of collective and national self-reliance and distorted national priorities.

182. The New Delhi Ministerial Meeting, March 1977, and the Baghdad Conference emphasized the need for co-operation between non-aligned nations in promoting research and information on women's situation in development and particularly emphasized collaboration among social scientists and research and planning organizations for the development of appropriate quantitative indicators and methodology necessary for ensuring full participation of women in development. The absence of adequate institutional bases within countries, as well as inadequate communication and dissemination of information, has made such collaboration extremely difficult.

183. Training programmes for women have suffered from two basic factors: (a) inadequacy in terms of quantity and (b) inadequacy in terms of quality and perspective. Too often such training has been supported mainly by international agencies. While the involvement of such agencies in this sphere should be welcomed, the predominance of international aid in this sphere also indicates how little priority national agencies have given to these responsibilities. Very often they have been designed as training programmes primarily for women, without any consequential changes being made in the general training programmes offered to men and women alike. The complaint made by committed media personnel of their efforts being undermined by producers of general programmes who pay no attention to the women's dimension could also be applied to various types of professional and vocational training. The basic obstacle has been a lack of sensitivity and perspective. When programme designers remain unaware of women's needs, aspirations and particular handicaps, then the training programmes become unrealistic (such as offering training in tailoring and embroidery to women agricultural workers). Contrarily, where such training has been made the responsibility only of women's specialists, they have become a separate marginal activity with little or no impact on the future designing of training by the general designers. Women functionaries involved in such training have often pointed out that new perspectives that they acquired from such training programmes become futile in their later periods because their perceptions are not shared by decision-makers in their organizations.

#### E. Science and technology

184. Like all other sectors, benefits in the sector of science and technology do not flow equally to men and women. Ironically, in the field of home-based industries and factories the advent of machinery or better technology has led in many cases to women losing their jobs to men. In many developing countries machines are considered a taboo for women. A woman may carry loads of burden on her head, yet a machine, which may not require muscular power, is considered the privilege of men. Indiscriminate use of technology and unscientific biases have caused further discrimination against women.

185. Since science and technology are instruments to speed up development, their limited use by women is a contributing factor for slow development of women. Women on an average spend 5 to 8 hours on domestic chores daily; they have to undergo this drudgery because serious and widespread efforts have not been made to bring out and popularize devices which could bring her comfort and relief. Poor access to science and technology is an obstacle to women's growth.

#### F. Health and social security and institutional analysis

##### 1. Health issues

186. During the United Nations Decade for Women there has been improvement in the health status of women. However, there have been various constraints, foremost of which has been the constraint of resources, and several persistent problems responsible for women's lower health status have not been overcome, including:

- (a) Malnutrition caused by poverty, over-work or repeated pregnancies, and "the result of dependence and lower educational and social position" of women;
- (b) High gender differentials in access to health care services, even when available;
- (c) Inadequate development of primary health care and preventive health services, particularly in rural areas;
- (d) Inadequate development of maternity and child health services;
- (e) Poor availability of female health personnel, especially in rural areas.

187. In the present day context of the population explosion, the success of the population policy is interlinked with the status of women. It is the women who have to bear the brunt of child-bearing and child-rearing and therefore it is necessary to improve their social and economic status. The major obstacles in this regard are low literacy rate, low family participation in work, early marriages, teen-age pregnancies and the dependent status of women in the family.

## 2. Role of Government

188. The translation of policy into action is done through organizational structures at various levels, from the national to the field levels - the mechanism which channels the development resources towards those for whom they were intended. Organizational mechanisms refer not only to the delivery systems but equally to the structures in society that receive and utilize the resources. The government machinery, normally the largest delivery structure, is based on a stereotyped concept of women's development. In view of a lack of conceptual clarity, the required focus on women's development in the delivery system is generally missing. The entire approach to women's development is ad hoc, leading to marginal benefits.

189. A crucial shortcoming in an existing machinery is the lack of effective co-ordination of developmental programmes in favour of women. In the absence of co-ordination, what is highlighted are marginal programmes which are carried out in situation of destitution. Even in developmental sectors where consciousness is prevalent at the policy-making level and the implementation level, dilution has taken place to the extent that women are almost forgotten as a target group of development. In the absence of allocation of resources the trickle-down theory has not led to equal distribution of resources or benefits of developmental programmes.

190. Along with the delivery system, the absence of recipient structures, formal and non-formal, has been an obstacle in harnessing the fruits of development for women. There are seldom adequate pressure groups on the delivery system to deliver the benefits effectively and equitably.

191. Another shortcoming in the existing machinery is the lack of effective mechanism for the dissemination of information among women regarding women's development programmes. This lack of knowledge is one of the causes for the sluggish pace of activities related specifically to women's development. This, coupled with lack of pressure on the organizational structures by women's groups, has further led to the inertia of the organizational structure in responding to the needs of women. There has been no serious attempt in the existing organizational structures to plug the leakages in the delivery system.

## 3. Role of public and private enterprises

192. The activities and responsibilities of the public and private enterprises differ from country to country. However, if a global view is taken it may be said that although in certain areas they may be performing a useful function, this function is seldom integrated with the all-round national development programmes, which leads to duplication, marginalization of programmes and pilot innovative projects which are not taken up on a large scale.

#### 4. Political participation

193. Understanding of obstacles to effective participation of women in political life has generally been clouded by various assumptions regarding women's behavioural patterns, their "backward consciousness" or lack of interest in public issues, or biological differences in their mental make up. In no country in the world today do women have equal status in all major areas of life - family, education, work and employment, control over the process of reproduction, health and government. The body of literature that has developed during the Decade has underlined the fact that the overwhelming majority of women across the world have not benefited from the process of development. Indeed, many of them are victims of a process of marginalization in access to resources and power. The surveys conducted for the Conference at Copenhagen in 1980 indicated a slight improvement in some spheres but also identified many failures. An assessment of the situation at the end of the Decade, with all the shortfalls in reliable data, suggests that while the visibility of women in the political and developmental process has increased because of greater efforts to obtain first hand information, the search has also helped to identify powerful, sometimes hidden, forces of resistance that obstruct the march towards the goals of the Decade.

194. The theory of backward consciousness is based on the fact of lower participation. Reasons for such lower participation identified by research indicate failure on the part of political organizations to mobilize women or to communicate with them on issues before the political process. Wherever participation is based on felt needs or popular information, as has been the case with all mass movements, including national liberation struggles against colonialism, neo-colonialism and other types of oppressive régimes, women have responded with great vigour, have made great sacrifices and have faced repression in the same manner as men. In peasant movements or major struggles by workers in factories, mines, plantations etc., women have been in the forefront during periods of struggle. Such facts do not support the theory of backward consciousness.

195. The distinct difference in women's response to crisis situations and political participation of a more routine nature is now being explained by the failure of communication by mobilizing organizations and women's lack of information on the issues before the political process. Their illiteracy and heavier work responsibilities pose structural obstacles to their access to information, which are compounded by neglect on the part of political parties, trade unions and other such bodies to make specific efforts to reach women. Recent studies have found that whenever women have acquired awareness of issues, the increase in their political participation is at a higher rate than men's.

196. The differing nature of men's and women's responsibilities vis-à-vis the family is another structural obstacle that restricts the ability of women to participate actively in political life in a sustained manner. In developing countries, the majority of women, both in rural and urban areas, are primarily responsible for the maintenance and survival of their families. Men can jump into a sustained struggle for better rights or wages because survival of the children is not their primary responsibility. For the women, a day's loss of earnings may mean the death of a child from starvation, and any prolonged absence from home, in the

absence of child-care facilities, can also have dire consequences. Political meetings, camps, strikes or other responsibilities of a party official, local government member or a member of parliament cannot easily be undertaken by women as they do not include services like child-care. Not all families are willing to take over all the responsibilities of the women to allow them to participate effectively in political work. Instead, social conventions usually condemn such women for being "unnatural" mothers and wives.

197. Even though the assumptions about women's backward consciousness cannot be substantiated empirically, the influence of these assumptions is very powerful. They affect the perceptions of both men and women and those of political organizations and their leadership. For trade unions, there is far less justification for such assumptions. The leadership of many trade unions is well aware that women do not participate actively in trade union matters because they have no room in the leadership and are unable to get the leadership to take up women's specific demands, such as provision of child care, working hours or equal wages. It is a well known fact that the greatest resistance to equalizing wages between men and women for similar work comes from trade unions. It is also known that when trade union meetings are held after working hours, it is impossible for the majority of women to participate because they then have to start on their household chores. Women workers have been constantly left uninformed of their legal rights. Very few of them have received the benefits of workers' education programmes or other training programmes for trade union members. When women are retrenched because of the adoption of new technology or nationalization of production methods, few trade unions try to resist such loss of work. Some awareness about this failure on the part of trade unions has taken place during the Decade, leading either to a change in the strategies and approaches of trade unions' leadership or the growth of separate parallel unions of women.

198. A very powerful obstacle has been created by the lack of data on women's political participation in political parties and non-governmental organizations. Most countries still do not maintain such data by sex. Chronicles or accounts of popular movements seldom mention the participation of women. This kind of perceptual invisibility has helped to strengthen the unwritten law that regards politics as not a women's domain, in the same manner that non-acknowledgement of women's contributions to the economic process has affected their rights and position as workers and producers. New research during the Decade has brought out a mass of data on such participation in peasants' struggles, workers' struggles and protest movements of various kinds both in the past and in the contemporary period.

199. The powerful influence of the "women's domain" thesis permeates women's access to political offices, allocation of responsibilities and consequently their opportunities to acquire effective political experience.

200. The tendency to treat women as an undifferentiated class who share problems, needs and perceptions has prevented many from searching for appropriate strategies to enhance women's participation in political life. Strategies that would be successful with elite women would not be appropriate for peasant women or working class women with a much greater burden of responsibilities. Issues that motivate the latter are not always shared by the former and vice versa. Until women are

recognized as a category within each class of people, with many shared but some different problems from men, an appropriate understanding of women's role in the political process or adoption of appropriate strategies to enhance such participation will be difficult.

201. The influence of the social process that differentiates between the upbringing of boys and girls and encourages behavioural differences also affect women's ability to speak in public, to assert themselves and to protest against prejudices. Sexist stereotypes provide negative images of women politicians. A woman who aspires to a political career is assumed to be neglecting her family obligations. Opposition from the family, the social censure of neighbours and objections by religious leaders make it more difficult for a woman to challenge these restrictions locally, within her immediate neighbourhood, than in the more anonymous situation in a city.

202. Women's access to political power must be prepared by means of their access to all areas of public life - economic, social and cultural. The strictly political area nevertheless appears to be particularly resistant to the effective participation of women. Lack of economic power and lack of control over resources which have become vital for a successful career in politics are other major obstacles.

203. Lastly, many women political workers also identify growing violence in political life as a major obstacle to women's free and effective participation.

V. DESIGNING OF NEW APPROACHES AND FORWARD-LOOKING STRATEGIES TO ACHIEVE THE OBJECTIVES OF THE UNITED NATIONS DECADE FOR WOMEN UP TO THE YEAR 2000

A. Background

204. The objectives of the United Nations Decade for Women of equality, development and peace have yet to be realized in a substantial manner. The approaches and strategies for achieving these objectives need to be designed in the context of the existing obstacles and the gaps where no action has taken place. The fundamental approach has to be based on the recognition that women at present occupy a secondary status to men as a result of historical, social, cultural and economic factors. All the strategies, therefore, have to be aimed at the removal of this basic distortion and at taking up positive measures to enable women to have access to productive resources and a right not only to participation in the development processes but also a right to growth and advancement in all sectors.

205. While formulating strategies the dual responsibility of women relating to productive and reproductive roles has to be recognized. The formulation of strategies should have a strong undercurrent of recognition of women's pivotal role in the society rather than being apologetic about their limitations which may result from child-bearing and child-rearing responsibilities. The access of women to productive resources is one of the basic strategies for women's advancement. This would necessarily mean that, apart from discarding the theory of the

project-specific approach in favour of the "integrative approach", there should be specific transitional strategies which would result in substantial change in the control of resources like land tenure, investment patterns, access to information and communication.

206. At the global level the forward-looking strategies should serve as guidelines for action by different Governments keeping in view the local conditions and the availability of resources. Approaches will have to be two-pronged, first to take programmes which will directly affect women and lead to their growth in all sectors and confer on them equal rights through legislative and administrative action and second to ensure that the society moves in a direction which will assist and support women's progress rather than be a hindrance to it. These basic premises should underline the adoption of strategies for women's advancement in all sectors.

207. There are certain obstacles to the development of women which cut across all sectors and cannot be dealt with in isolation. Apart from the reproductive role, women perform most of the household chores such as fetching water from wells, cooking and cleaning and most of child-care responsibilities. They are involved in processes of production and food processing which are monotonous activities with little skills. Use of appropriate village technology would save some household drudgery and would act as a time and labour-saving device for women. Under-remuneration of women workers adds to the invisibility of women. To make matters worse domestic violence against women is being accepted as a way of life. Wife beating, wife abuse and desertion are not uncommon features.

208. Keeping in view the above, strategies would have to be evolved to create awareness among policy makers and programme implementers of the numerous activities in which women are engaged. Secondly, social supports have to be provided to women to enable them to perform their dual responsibilities. These would include social security coverage, maternity and health benefits and life insurance. Adequate transport facilities both in the rural and urban areas need to be developed, not only to increase mobility but also reduce drudgery as women have to carry heavy loads and walk long distances in rural areas. Further, institutions like after-care homes, short-stay homes for girls and training centres and programmes are specially designed to rescue women and girls from certain special situations of destitution and exploitation. These programmes need to be implemented with an element of professionalism in their management.

209. Social inputs should be built into all development programmes, such as accessibility to water and fuel and provision of nutrition which are essential inputs in the development of women to help them to equal employment opportunities with men.

210. One of the basic forward-looking strategies should be to provide women with title to land and property. This would be applicable to women living in rural and urban areas and those working in agriculture or industry. Women should have control over capital assets acquired with their income. However, the number of women falling in this category would be negligible. It is, therefore, necessary that women should have joint ownership rights to all property acquired after marriage. Suitable legislation may be enacted for this purpose.

211. To create an atmosphere in which it is possible for women to acquire an equal status it is necessary to evolve a strategy to create awareness in the society regarding women's roles, responsibilities and rights in the present day context. In developing a strategy for creating awareness, existing agencies that have functioned in this area should be identified and their assistance solicited. The leaders at the village level, whether they are school teachers, political leaders or religious leaders, who are responsible for influencing the thought process and value system, need to be identified as a special target group for creating awareness. Any development programme where a group of women get together, whether it is education, employment, nutrition or health programmes, should have a special component for awareness building.

212. Enrolment of women in publicly operated mass communication networks and in education and training should be increased. The employment of women within those sectors should be promoted and directed towards professional, advisory and decision-making positions. Organizations aimed at promoting the role of women in development as contributors and beneficiaries should be assisted in their efforts to establish effective communications and information networks.

#### B. Agriculture, food and rural development

213. Ensuring women not only opportunities for but actual ownership of land is a new strategy that could stimulate a different type of structural change which would be equitable and more conducive to acceleration of rural and agricultural development. The World Congress on Agrarian Reform and Rural Development recommended varied forms of ownership, including joint and co-ownership. Such a recognition of women's role and status by the State would undoubtedly stimulate a series of changes in perception, in relationship and in attitudes within rural society as well as at other levels of the community.

214. This basic strategy would also influence investment patterns and improve women's access to services and inputs such as credit, technology, fertilizers, better tools and training. It would also give women the chance to ensure priority to the production of food to meet families' needs.

215. At the policy level such a strategy also calls for a balance between production of cash crops to meet foreign exchange requirements or urban market demands, on the one hand, and food production for family consumption, on the other, and achieving a balance between pricing and wage policies and the need for a food scarcity strategy for the poor.

216. The need to improve official data on the subsistence sector cannot be overemphasized. It is, however, necessary to ensure gender analysis of own account producers and wage workers in all such studies. It is imperative to undertake careful field research in regions and sectors where there is a declining trend in food production.

217. Food aid policies also need careful review to examine their long-term impact on food production, self-sufficiency, women's status and nutrition of their families.

218. Recommendations or decisions to improve women's access to farmer training programmes, extension services, appropriate technology, credit and other inputs have most often remained unimplemented for lack of adequate infrastructure and failure to understand differences between men's and women's capacities to benefit from such services when they are provided on an institutional basis. Family responsibilities of rural women reduce their mobility. A strategy for improving women's access to training and technological information therefore has to rely more on delivering such services at the grass-root level.

219. A general complaint from women, in development projects has been that the choice of training, often with supportive services like child-care activities, does not reflect rural women's specific needs. When women want training in sericulture or pisciculture it is often noted that they are offered training in some handicrafts, tailoring or embroidery.

220. Education curriculae in most developing countries do not contain subjects such as practical agriculture which would be meaningful and useful, especially in rural areas. Rural parents, therefore, are unwilling to send their daughters and even sons to general broad based schools. To overcome this, school curriculae should include practical agricultural and allied subjects; secondly, specialized agriculture schools, including agricultural home management subjects, should be set up in rural areas to prepare girls for not only life in these areas but also for higher education in agriculture.

221. The promotion of participatory organizations of rural women as key instruments for women's and rural development hinges on the methodology for such intervention. Who should promote such organizations? Discussions during the past decade have stressed the need for some mediating agency to sustain and nurture such organizations without discouraging the growth of initiative. The Baghdad Conference advocated recognition of the importance and complementary role of women's organizations in this field and proposed government assistance, financial and otherwise, to encourage women's organizations to act:

(a) As mobilizing agencies for the masses of women, particularly poor women in rural and urban areas;

(b) As liaison and co-ordinating agencies for delivering all development inputs;

(c) As organizing agencies of working women in unorganized occupations in both rural and urban areas to protect them against exploitation and provide supportive services for child-care;

(d) As agencies to make women aware of the importance of exercising their legal, economic, cultural and political rights.

222. There is a growing feeling that efforts of women's organizations to play such a role may be somewhat limited where the women's organizations represent a heavily urban middle-class membership with little experience of rural areas. It has been suggested that the range of these "intermediaries" may be expanded by including

other non-governmental organizations which share a conviction in participatory development with some sensitivity to women's issues, as well as educational and research institutions engaged in women's development activities in some sphere, such as adult literacy, health nutrition, child-care, etc. It is felt that such a strategy would not only widen the ranks of intermediaries but also contribute to a process of combining organizational with information-gathering and communicational skills. At the same time, such a strategy could also contribute to involving educational institutions more directly in rural development efforts and increase their concern for women.

### C. Industrialization

223. To improve women's position in industry, a number of measures would have to be incorporated in the industrial policies of developing countries:

(a) Changes in education which would enable women to improve their position in industrial employment and to acquire transferable skills through various forms of vocational and informal training;

(b) Legal arrangements covering all aspects of industrialization, from investment codes to regulations, which would provide for better general treatment of labour in industry. In this connection, there should be regulatory measures in free exporting zones to ensure that social costs are also covered. However, it must be recognized that collective action by the developing countries is needed for the successful legislation and implementation of such measures;

(c) Extension of employment opportunities in accordance with human resources development policies;

(d) Adoption of technologies which ensure stability of employment and professional progress to women workers;

(e) Establishment of overall social control and of schemes for genuine workers' participation in management and decision-making;

(f) Elaboration of criteria for determining the size of enterprises in various industrial branches and the ways of organizing them; promotion of small and medium-sized enterprises in developing countries; establishment of industrial co-operatives;

(g) Selection, development and transfer of technology and know-how as well as training of personnel;

(h) Strengthening of self-reliance in industrial policy through industrial co-operation among developing countries exchange of information and experience through ECDC/TCDC programmes and projects.

224. All efforts should be concentrated towards promoting self-reliance in industrial production which would equally benefit women. The technological

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innovations should be such that women should benefit both as consumers and users of new technologies. A special thrust will have to be given to industrial policies which would enable women to benefit through changes and advances in technology and the economy.

225. Strategies for promotion of infrastructure facilities for women in the informal sector are an essential input which should be given priority. These facilities include procurement of raw materials, counselling, designing, marketing and access to credit.

226. An important and essential step to assist women in getting access to credit from financial institutions is that they must be able to provide collateral. To enable this to happen suitable legislative enactment need be enacted to ensure that women have collateral in all matrimonial property.

227. Strategies for better access to credit would include the following:

(a) The legal framework of the financial institutions and banking houses need to be reviewed keeping in view the constraints faced by women;

(b) The procedures need to be simplified for women who do not have an exposure to banking and financial institutions;

(c) It may be useful to have in the financial institutions a separate cell dealing with women which would assist women to prepare projects and to tackle the procedural formalities;

(d) This may be done by assisting and establishing women's banks which could provide the legal framework in which women were partners in immovable property with their husbands so that the problem of collateral could be resolved;

(e) Making women aware of the credit facilities available;

(f) Assisting rural women and making them aware of the services available and equipping them with the necessary technological and other skills.

#### D. Education, training, culture and the mass media

228. In view of the crucial importance of cultural values in the dynamics of development, it will be essential to enhance the role of women and to promote new cultural values that take into account existing social realities and support the efforts to build a different future. Integral development, which subserves equal participation in development, i.e. production and decision-making, will enhance the role of culture in the development context. Women need to be viewed not as marginal producers or providers of an auxiliary workforce but rather as equal partners in the promotion of development.

229. Educational institutions will have to play an active role in the promotion of the development of such new cultural values. Hitherto, their contribution has been

adequate. Structurally, pedagogically and philosophically, educational institutions need to play a far more active role in the development of a new cultural ethos that can contribute to the realization of the goals of comprehensive development of human material. This also requires that they internalize the concern for the equality of women and the enhancement of their role in their curricula, pedagogic methods, organization and research agendas.

230. A strategic interrelationship between education and cultural and socio-economic development which integrates concern for the emancipation of women would have to be characterized by respect for the specific cultural features of a particular environment, clearly define the cultural and developmental function of education in social transformation and support the process of educational reform.

231. Homemakers may be considered as a target group for training both in the formal and informal educational sector; men should also be encouraged to acquire such training. The labour of homemakers should be recognized as technical and professional.

232. In this connection, the promotion of new knowledge about women and new perceptions of the role of women in development should be viewed as an instrument for educational and cultural development for younger generations. The promotion of such studies as an instrument for enhancing the role of women in development, through educational and training institutions and agencies responsible for research and information, has emerged as a critical need. Such an approach would be most appropriate within the areas of co-operation among the non-aligned countries in order to eliminate the dependence on external aid with the possible risk of distortions. In view of the fact that the role of women in development has been acknowledged as an important component of the research and information system that is being promoted within the movement of the non-aligned countries, it is suggested that this component could be included through a combination of research, teaching and dissemination of information.

233. The incorporation of the aspects of the role of women in development in existing teaching, training and research institutions may reduce investments in physical and administrative infrastructure and improve the prospectus for integrating and articulating women's problems, issues and concerns within all educational institutions and disciplines, instead of allowing them to remain a separate marginal activity whose isolation makes it ineffective. National, regional and international networks of such institutions should be encouraged to share and expand their experiences, which would help to increase their competence and strengthen the ties of intellectual and developmental co-operation among non-aligned nations. Such efforts would help to increase the extent and improve the quality of data needed by national governments. They would also make it possible to train an increasing number of cadres to take up the various functions identified as necessary for the advancement of women in development. Above all, the incorporation of studies of this kind within the educational system and in training institutions would help promote the needed cultural transformation. Science and technology, which could be powerful instruments for the advancement of the role of women in development, have so far usually bypassed women because of their educational and other handicaps. Science and technology have also often been

misused to marginalize women and revise their status. It is therefore important not merely to facilitate the access of women to science and technology but also to ensure that practitioners are aware of the problems involved in the employment of women in this area. It would be useful to introduce these concerns as early as the training stage.

234. In particular, developments in the field of communication technology and communication sciences pose a critical challenge to the decisions of the non-aligned countries to enhance the role of women in development. If these new developments are not harnessed in accordance with the policies for the advancement of women, they will continue to be used by social forces which oppose the equality of women and development and will help to strengthen and perpetuate values and behavioural norms that thrive on the subordination of women. The transfer of technology in some of these fields has already had consequences which militate against the improvement of the status of women.

235. The recent trend among media professionals in developing countries towards greater realism in their portrayal of social problems is a potentiality for correcting the role of the media in women's development. Realism, however, must be used to inspire people to struggle for change. A search for new options in human relationships and the reshaping of social institutions, political and economic structures and cultural values would go a long way towards integrating women into the world of the media and enable the media to play a more positive role in integrated development. It is now increasingly realized that information is a vital resource central to the exercise of political, economic and cultural power among peoples. The right to communicate is also a fundamental human right. The inherited international system of the dissemination of communications and information has served to perpetuate the dominance of some countries, particularly the most powerful in world trade, commerce and exchanges. It has also resulted in inequalities in information flows as well as biased, tendentious and unbalanced interpretation of the news to the disadvantage of developing countries. The non-aligned and other developing countries have sought to ensure the decolonization of information and of concrete steps for the establishment of a new international information and communications order. This would require concerted action to overcome the domination by transnational news agencies and corporate structures of the international mass communication media of the distribution of news around the world. It would promote dialogue and understanding through diversification of sources of information and elimination of inequalities in information flows around the world. This also calls for closer co-operation among media and information services of non-aligned and developing countries. The need to correlate the general process of decolonization of information to greater receptivity towards the problems faced by women in development is an important aspect of the struggle for the establishment of a new information and communication order.

236. In the past, there has been a one-way flow of information from the developed to the developing countries and from government to the people. The goals of self-reliance and participatory development, which are being actively pursued by the non-aligned countries, involve a shift from excessive reliance of the developing countries and foreign resources towards a mobilization of their indigenous resources, which would make these countries less vulnerable to external

pressures and develop their own potential for growth. The new information and communication technology, the "microchip revolution", has considerably magnified the power of the media. Satellite communication has exposed millions of people to new information. The strengthening of the autonomous capacities of the individual countries and improvement of the organizational framework and media content will depend on the socio-political context of each country.

237. Women are today an important factor in the strategy of self-reliance and the media could do much to create public awareness of the role of women and their potential. The following are a number of steps which the media could take at various levels to strengthen the role of women as equal partners in development:

- (a) A democratization of the structures and control of the communication media could contribute to the representation and participation of women in the media at the decision-making levels;
- (b) More informed women should be involved in media training programmes;
- (c) Communication and advertising policies involving participation by women could be developed;
- (d) Media content could be improved through co-ordinated efforts for increased interaction between non-governmental and research organizations in formulating guidelines for monitoring programmes;
- (e) Listeners and viewers from consumer groups or action groups etc. could be effectively utilized to create an awareness of women's issues and to evolve common strategies for the promotion of more positive approaches to women's issues;
- (f) Various international seminars, conferences and expert group meetings, which have already covered a wide range of issues connected with women and the communication media, indicate the need for further in-depth studies, research, training for women in communication technology, the organizational framework including the development of a code of ethics with regard to the presentation of women in media, and the use of traditional folk media to encourage participation of women;
- (g) Horizontal communication and co-operation among developing countries in this field could be strengthened in order to create an awareness of issues of common concern, identifying solutions to common problems and areas of co-operation;
- (h) Women's programmes should not be viewed in isolation. Although these programmes are directed specifically to women, women's issues and images are reflected in other programmes as well. All these programmes follow a certain pattern and ideology, and hence there is a need for monitoring and analysing all these programmes;
- (i) Monitoring should not be confined to portrayal of women. It should be comprehensive enough to include analysis of the "approach" to the subject, the way in which it is presented, its relevance, utility and the values which the programmes project;

(j) Broadcasting and telecasting organizations should have strong research units. Independent research institutions, institutes of mass communication, universities and social action groups should be encouraged to participate in monitoring, planning and production of programmes.

#### E. Science and technology

238. Programmes need to be launched in areas of science and technology where women can equally participate, and which will be beneficial to women by increasing their productivity and reducing the drudgery. Such areas include:

- (a) Post harvest technology;
- (b) Energy plantation programmes, using modern sericultural and agronomic practices;
- (c) Cultivation, processing and use of traditional medicinal plants;
- (d) Identification of occupational hazards and scientific solutions to them;
- (e) Improved design and fabrication of implements used by women;
- (f) Organization of training programmes to improve the skills of women through scientific methods both in organized and unorganized sectors;
- (g) Programmes in medical sciences and health-care delivery systems including nutrition, child welfare etc.;
- (h) Popularization of science and creation of a new scientific temper in the country;
- (i) Development of software for dissemination of information and creation of an awareness about the important applications of science and technology;
- (j) Training of women in modern electronics and computers;
- (k) Organization of a large number of job-oriented training and re-training programmes to enable women scientists, engineers, doctors and other experts to take up appropriate employment in research organizations and public and private sector institutions;
- (l) Extensive and intensive studies on the use and development of various energy forms;
- (m) Development of science and technology based entrepreneurship programmes to enable women to improve their economic standards and to provide opportunities for gainful self-employment.

239. A greater involvement of women in scientific and technological development would therefore require:

(a) Popularization of scientific and technological knowledge and skills in order to enable their further development, by the mass media, through changes in school programmes, and through all participatory and community development activities (especially in agriculture but also in other areas, e.g., household activities, health, education, housing etc.);

(b) An increase of the level of scientific and technological self-reliance by developing national scientific and technological potentials, maximizing possibilities of TCTD and introducing selective transfer of technology systems;

(c) Changes in the traditional attitudes towards women, enabling them to participate fully in scientific and technological development by stimulating their involvement in various forms of education and training;

(d) Establishment of linkages between the existing traditional technologies and know-how and the new technologies. The involvement of women in the strengthening of these links could provide a firm basis for self-reliance and ensure a certain continuity in the development of authentic and original approaches, thus avoiding imitative modernization and developing participatory research as well as relating scientific and technological development to the specific needs of the country;

(e) Establishment and strengthening of co-operation among developing countries in the areas of information on scientific and technological knowledge and devices, transfer of technology and exchange of experience on application of science and technology in development, joint research etc.

F. Health and social security, population and environmental issues

240. The global strategy of "Health for All by the Year 2000" adopted by the thirty-fourth World Health Assembly, in 1981, which emphasized basic health protection, the primary health care approach and organization of an effective health care and health information system, identified priorities for health co-operation and drew up an Action Programme which stressed the need for a review of a number of policy orientations in the areas of primary health care, health information and monitoring systems, community involvement in health programmes, prevention of infectious diseases, development of national services of health care and health education, production, distribution and consumption of drugs, and protection of the human environment. Existing statistics indicate the need for women's participation in the International Drinking Water Supply and Sanitation Decade to be implemented on a priority basis.

241. On the basis of the medium-term programme on TCDC for health for all (1984-89) and in view of the need for an acceleration of the development of national health care capabilities and the establishment of focal points for TCDC in the area of health, some priority activities may be identified:

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(a) Introduction of effective health surveillance systems at the national level, of health indicators for target setting and formulation of national priorities and plans of action and of appropriate systems for assessing the strengths and weaknesses of national health programmes;

(b) Linking of health policies and programmes with economic development and those facilities which can directly reduce women's drudgery and work burden and directly improve their health situation, i.e., provision of adequate housing, water supply, sanitation, health regulations at the workplace and health protection of women, particularly those working in the informal sector of the economy who are not covered by social protection policies;

(c) Integration of maternal and child health care with family planning services and accelerated development of national capacities through development of health institutions and infrastructures, and an increase of the number of health experts, particularly, health workers;

(d) Involvement of women's organizations in primary health care activities and their representation on national and local health councils;

(e) Promotion of health education and indigenous systems of health care. The formal health system has destroyed the indigenous knowledge of women as providers of family health. Studies on indigenous medical practices and supportive system in families used by women should be undertaken;

(f) Introduction of ECDC/TCDC programmes for the promotion of industries which are important for the development of health care systems. The developing countries could evolve suitable mechanisms for co-operation in training and development of human resources, collaborative research, joint programming, exchange of information and references, and exploring the application of low-cost technologies for water supply and waste disposal.

242. Progressive national policies should tackle the low level of literacy, provide free health service and expand security services, especially in rural areas. Low and unstable income, lower health and nutritional levels, teenage pregnancies and early marriages have to be checked effectively. Liberalization of birth control methods and provision of adequate legal support can be of much assistance.

243. To break through the vicious circle of poverty, high fertility and mortality calls for a more careful and humane public policy with a judicious balance between individual choice and dignity and promotion of a sense of responsibility among parents to ensure a better future for all children. This could be further stimulated and promoted through various forms of technical assistance at various levels and enriched through mutual exchange of information and experience among developing countries.

244. Environmental issues conceiving environment in its broadest social context are most relevant for women. The increasing marginalization of certain sections of the population, growing poverty and deprivation of the masses, decreasing food production, the energy crisis and degradation of the human environment in many

developing countries are symptoms of a pattern of growth and resource utilization which is geared to existing power structures and prevents a large section of the population from satisfying its basic needs. The multidimensional problems facing developing countries are interconnected, but often these connections are not understood by those who formulate sectoral policies. In the long run, social development policies will have to be closely integrated with economic development policies and a strong commitment to the improvement of the quality of life. The methods and instruments of analysis and planning of socio-economic development should therefore take adequate account of environmental issues.

### G. Apartheid

245. Unique among systems now existent, the policy of apartheid has been declared a crime against humanity. The role prescribed for African women within the apartheid system - as solely that of controlled reproducers of exploitable labour - is the very antithesis of the general and specific objectives of the Decade for Women and an affront to women, undermining their status everywhere. The failure of the international community to take effective action against apartheid has allowed it to expand and its institutional violence to affect the lives of both women and men throughout southern Africa. The International Convention for the Suppression and Punishment of the Crime of Apartheid places a responsibility upon Governments to take unilateral and collective international action, in accordance with decisions of the United Nations and the Organization of African Unity.

246. Effective measures should be taken to terminate all collaboration with the racist régime of South Africa in the political, military, diplomatic and economic fields with a view to eliminating untold misery and loss of life of the oppressed people, the majority of whom are black women and children.

247. The forward-looking strategies should take into account the destabilizing effects of apartheid on the economic infrastructure of neighbouring independent African States, which impedes the development of the sub-region.

248. Institutionalized apartheid in South Africa and Namibia as realized in the day-to-day political, legal, social and cultural life remains an enormous obstacle and hindrance to advancement, equality and peace in the African region.

249. The United Nations and the international community must strengthen their resolve to see the abhorrent apartheid system eradicated and Namibia freed from the forces of occupation. Given South Africa's position in the international political and economic structure, the international community has the greatest responsibility to ensure that peace and human dignity are restored to southern Africa.

250. The forward-looking strategies should aim at the speedy and effective implementation of the Security Council resolution 435 (1978) for the independence of Namibia. The total and unconditional liberation of Namibia should be a major objective of the forward-looking strategies, which should also aim at the improvement of the conditions of women and children.

251. The international community must insist upon effective implementation of Security Council resolution 435 (1978) for the independence of Namibia and United Nations resolutions calling for sanctions against South Africa, its isolation and the abandonment of its racist policies. All efforts should be made for the immediate and unconditional withdrawal of South African forces from Angola.

252. Women, together with their Governments, should strengthen their commitment to the eradication of apartheid and support to their struggling sisters in all possible ways. To this end women and women's organizations should keep themselves constantly informed on the situation of women and children under apartheid, disseminate information widely and build up awareness in their countries about the situation by organizing national solidarity and support committees where these do not yet exist as a means to educate the public to the evils of apartheid and its brutal oppression on women and children in South Africa and Namibia.

253. The international community should provide greater moral and material assistance to the national liberation movements, ANC and SWAPO, and the African States bordering Namibia and South Africa in their struggle against apartheid.

## H. Institutional analysis

### 1. Role of Governments

254. The strategies for action in the area of institutional supports will be of a varied nature. The importance of the institutional mechanisms cannot be underrated, as they are the instruments through which developmental plans and programmes are transformed into reality. In almost all countries the question is not of the absence of government machinery at the field level but the absence of an identified mechanism for women's development, and this absence is felt all the more acutely at the lowest unit or village unit. There should be one multipurpose paid woman worker who should be armed with information about various sectoral programmes and should be familiar with the procedure of getting benefits under the multifarious programmes. She should be in a position not only to assess the needs of the women but be able to co-ordinate effectively between the women and various functionaries at the field level. Immediate attention has to be paid, therefore, to the lowest levels where the plans are operationalized. This does not, however, imply that the institutional framework at the intermediate and national levels need be neglected. Co-ordination, therefore, would be the cornerstone activity for ensuring that the multisectoral approach becomes effective.

255. With the object of promoting the complete equality of both sexes, Governments should guarantee women and men equality before the law and for attaining facilities for equality of educational opportunities, equality in employment conditions, including remuneration, and social equality independently of marital status and with access to the whole sphere of economic activities.

256. Governments also have the obligation to create conditions which promote the implementation of judicial norms which stipulate equality among men and women, opportunities to receive free primary and general education, equality of employment conditions and protection for women during and after maternity.

257. Monitoring is essential for assessing the effectiveness of the organizational structure in terms of performance. In all sectors the system of data collection needs to be improved not only qualitatively and quantitatively but also has to be essentially sex based. Only sex based data can help in projecting the critical needs of women and identify areas of activity for further planning and programming.

258. The next strategy should be for developing the growth of recipient and participatory organizations at the field level. We should have dynamic instruments not only for the advancement of women but also for the improvement of the quality of the development process as a whole. The support to growth of such organizations as voluntary organizations and women's co-operatives should be done systematically by providing resources, information, recognition and financial assistance.

259. In some cases, the efforts of non-governmental organizations have provided some support to break the isolation of these grass root groups. The non-governmental organizations have often played the role of an intermediary, providing the needed support to the grass root groups, helping to establish direct communications between them and development agencies, and also helping to develop networks of grassroots groups to enable them to learn from each other. An important strategy for Governments to consider is recognition of some organizations and institutions as intermediaries to increase the Governments' reach, to obtain the needed feed-back from the grassroots and to raise the level of information and knowledge at both ends.

260. The concept of intermediaries provides a new channel for organizations and institutions outside the government to play a role in advancing the status of women in development and helping operationalize some of the strategies already accepted. The concept of an autonomous intermediary supported by government resources and acting as a channel of communication between grassroots groups and government without the negative features of a patron-client relationship at either end offers an operational instrument to implement some of the accepted strategies.

261. The intermediary agencies could be educational institutions, research institutions, regional or national voluntary organizations. These intermediary agencies may have the responsibility of carrying out field research to monitor and evaluate the reach of the existing development programmes, to promote grassroots organizations and to help them to formulate projects according to their needs and priorities, to co-ordinate with various official agencies to obtain necessary resources for such projects and activities and to organize some basic services such as adult education, legal literacy, child care, health and population advice, education, basic training and accountancy, bookkeeping etc. for which the institutions can find resources within themselves or with the assistance of some experts.

262. Research on women in development, which has evolved during the Decade as an important instrument for the advancement of the role of women, has been useful, since it has been instrumental in the collection of empirical information which has, to date, provided most of the data to assess the impact of various development policies on women. It has sensitized the people involved in development planning and administration by posing issues resulting from their empirical investigation and promoted an ideological climate and public concern thus raising the level of consciousness among women and others.

263. So far, such studies have primarily been confined to research and have made little impact on the training and value transformation of younger generations. The promotion of such studies as an instrument for enhancing the role of women in development, through educational and training institutions and agencies responsible for research and information, has emerged as a critical need. Such an approach would be most appropriate within the areas of co-operation among the non-aligned countries in order to eliminate the dependence on external aid with the possible risk of distortions. In view of the fact that the role of women in development has been acknowledged as an important component of the research and information system, it is suggested that this component could be included through a combination of research, teaching and dissemination of information.

## 2. Role of public and private enterprises

264. The public and private enterprises should be provided with guidelines within the framework of national development programmes indicating the special steps expected from them for taking up a promotional role of development for women. Governments should assist the growth of public and private enterprise by giving concessional facilities and liberalizing licencing policies. In addition, governments should take the following measures:

(a) More emphasis on clarity of aims and objectives, a regular review of the current status of women, including job profiles for the improvement of the position of women in training programmes, social welfare measures relating to child bearing and child rearing, provision of crèches and the allocation of specific responsibilities to appropriate national institutions;

(b) Preparation of concrete action plans which should include both short-term and long-term strategies in the area of manpower planning, recruitment systems, promotional opportunities, incentives, training and representation of women at the management level, together with a statement for the performance evaluation criteria;

(c) Identification of areas of activity in which women are currently not represented but can be recruited. Human resource development plans for women should include a specific component on the employment of women;

(d) Efforts should be made to involve more women in ongoing training courses, particularly management training, as well as to develop the curricula of these courses with an emphasis on the role and responsibilities of public enterprises in the advancement of women;

(e) In view of the need to involve more women at higher levels of management, special training programmes for the induction of women at levels of enterprise management could be stimulated and developed as a short-term measure;

(f) Fuller involvement of women workers and men workers alike in decision-making processes, as well as in forms of management at all levels of enterprise organization, which is seen as an essential means of their advancement, parallel with the improvement of patterns and efficiency of public enterprise management;

(g) Public enterprises should exploit their opportunities of generating employment in down-stream and up-stream activities with which they are related. This is of particular significance in the case of subcontracting to public sector ancillaries. Some cases of sub-contracting to women's co-operatives and to regional development corporations which stimulate small businesses could also promote both employment and entrepreneurship among women. However, steps must be taken to ensure that such practices are not detrimental to the position of women or to overall regional developments;

(h) An agreed system of performance evaluation arising from predetermined corporate plans should identify the evaluation criteria for each social objective, including the objective of advancing the status of women. Whenever possible, an attempt should be made to quantify the criteria;

(i) Existing and newly created mechanisms at the national level responsible for scrutinizing the policies and practices and their contributions towards the socio-economic objectives of development could advise governments on the formulation of policies through which public enterprises could act as "model employers" and real promoters of the status of women and could also undertake regular evaluation and monitoring of these efforts of public enterprises.

### 3. Political participation

265. Legal provisions for political participation of women notwithstanding, the political status of women across the developing world still remains abysmally unequal. Formal political rights which do exist in most countries have remained outside the reach of the large majority of women. However, the Decade has evidenced an increasing trend towards participation by women through their own organization. They have focused on many issues of their own survival and concern, some of which are specific to women and some of wider concern for society as a whole.

266. Such efforts at articulating women's concerns need to be acknowledged far more in the analysis of political development than they have been before. They also need to be taken note of more deliberately by formal political organizations such as parties and trade unions than they have done so far.

267. Unlike in many developed countries, the women's movement in developing countries have placed a higher emphasis on issues of survival and development that affect not only themselves but all members of society. They have gone to considerable efforts to avoid charges of separatism by seeking alliance and offering solidarity with other popular groups in the hope that women's issues will be recognized as important general issues in development. Confrontations with men, trade unions and/or the state have taken place only when they persisted in ignoring women's needs or indulging in hostile action. There is ample evidence of women from developing countries rejecting the separatist approach of some Western feminists. At the same time, the Decade has certainly increased the awareness among many women and men of the gross violations of women's basic rights and needs. The spread of this awareness and the emergence of movements for mobilizing women is one of the most positive gains of the Decade. Women have unequivocally

condemned imperialism, colonialism, neo-colonialism, foreign aggression, racism, zionism and violence in all parts of the world. Through their organizations women have sought to establish links within and outside their countries and regions to increase solidarity on these issues in demands for a stoppage of the arms race and particularly of nuclear armaments and testing and the heavy investment in armaments which restricts resources for urgent development measures. They have protested against civil war and wars with neighbours.

268. Governments which recognize this potential force as a positive one could harness it to promote the aims of development and peace. Governments which reject this force may crush the movement for the time being but may find themselves weaker as a result.

269. While the long-term strategy lies in changes in the value system, the socialization process and removal of prejudices and stereotypes, certain immediate strategies could lead to the enhancement of women's role in political life. The first of these would be reorientation of the leadership of political parties, trade unions and other political organizations to remove their existing biases and values and perceptions about women. This could be achieved through participatory training and exposure to better information about women's roles.

270. Reorientation of the responsibility of women's wings in political organizations and trade unions where they exist is also called for to enable them to serve as two-way communication channels - from the leadership to women at the grassroots level and from the grassroots to leadership.

271. A practice of communication to women through all channels of national, developmental and global issues to increase their understanding and participation is necessary.

272. Women's voluntary organizations which play some role in educating and helping other women in various ways should accept a new task - to make women socially and politically aware regarding issues, their rights and the need for them to participate actively.

273. It is essential to provide support services, such as child-care facilities, other ways of sharing household responsibilities and reduction of women's work burdens at home, to release time for political participation.

274. An active campaign against customs, conventions and practices that seek to obstruct women's participation in all types of political activity must be undertaken.

275. Investment should be made in research and communication to remove myths of women's non-participation in political affairs with a view to changing men's and women's perceptions.

276. The important strategy, however, is to promote effective grassroot organizations of women in rural and urban areas with access to information, resources and channels of communication in order to increase their effectiveness in

the political mobilization of women and to increase the scope for women to participate in decisions that affect their lives and the vital problems of the society at the local, national and international levels.

#### 4. Legislation

277. In spite of much progressive legislation, there is a great need for more legislation to ensure full participation of women in economic, social and political development and for the protection of women from discrimination, exploitation and victimization. Cumbersome lengthy procedures, ineffective machinery for implementation, lack of information regarding legal enactments and expensive legal aid are some of the reasons for this gap between the de jure and de facto status of women.

278. To ensure effective implementation of legislation, it is necessary not only to make the judiciary appreciate the spirit behind the laws, but also to re-orient the executive about the needs of women. Some of the steps that need to be taken are:

- (a) Spread of legal literacy among women. Simple pamphlets on the existing laws need to be published. These pamphlets should be translated into regional languages;
- (b) Training of para-legal personnel to act as legal guides for women, especially with regard to labour and social legislation;
- (c) Use of the mass media to spread knowledge about social legislation;
- (d) Opening of counselling and legal aid cells; educational institutions and voluntary organizations should be mobilized for this work;
- (e) Setting up of family courts to try cases under personal law.

#### I. Peace

279. For ensuring women the right to equality and development it is necessary for peace to exist at the international level. Traditional wars, the threat of nuclear warfare, external domination, aggression, imperialism, colonialism, neo-colonialism, racism, apartheid and the denial of the right of peoples to self-determination and independence are major obstacles to the socio-economic development and particularly to the social advancement of women. Peace would imply absence of the conditions of war, violence and hostilities at the national and international levels and the international promotion of social justice and equality.

280. For more than three decades, Palestinian women have faced difficult living conditions in camps and outside, struggling for the survival of their families and the survival of the Palestinian people who were deprived of their ancestral lands and denied the inalienable right to return to their homes and their property, their right to self-determination, national independence and sovereignty. Palestinian

women are vulnerable to imprisonment, torture, reprisals and other oppressive practices by Israel in the occupied Arab territories. The confiscation of land and the creation of more settlements has affected the lives of Palestinian women and children. Such Israeli measures and practices are a violation of the Geneva Convention. The Palestinian woman as part of her nation suffers from discrimination in employment, health care and education.

281. The situation of violence and destabilization which exists in southern Lebanon and Golan Heights put Arab women and children who are living under Israeli occupation in severe situations. Lebanese women are also suffering from discrimination and detention. Therefore, all relevant United Nations resolutions, in particular Security Council resolutions 508 (1982) and 509 (1982), should be implemented.

282. The implementation of the Programme of Action for the Achievements of Palestinian Rights should be kept under review and co-ordinated between the United Nations agencies and units concerned with emphasis on the role of Palestinian women in preserving their national identity, traditions and heritage and in the struggle for sovereignty. Palestinian people must recover their rights to self-determination and the right to establish their independent State in accordance with all relevant United Nations resolutions. The special and immediate needs of Palestinian women and children should be identified and appropriate provisions made. United Nations projects should be initiated to help Palestinian women in the fields of health, education and vocational training. Their living conditions inside and outside the occupied territories should be studied by the appropriate United Nations units and agencies assisted as appropriate by specialized research institutes from various regions. The results of these studies should be given broad publicity to promote actions at all levels. The international community should exert all efforts to stop the establishment of new Israeli settlements in the West Bank and the Gaza Strip. Palestinian women should be allowed to enjoy security in a liberated homeland also in accordance with United Nations resolutions.

#### 1. Iran-Iraq conflict

283. The continuing war between Iran and Iraq endangers peace, stability and development and has negative consequences for the entire region, exposing it to international conflict and the dangers of outside interferences. The Ministers and Heads of Delegation reiterated the need to exert all possible efforts to contribute to the implementation of the principles of non-alignment with regard to this conflict in order to find a peaceful, just and honourable solution to this unfortunate conflict, in accordance with the Charter of the United Nations and the principles of non-alignment, which would bring comprehensive peace and security to the region.

#### 2. Central America and Caribbean countries

284. The state of violence and instability in Central America and Caribbean countries poses a serious hindrance to the achievement of peace in the region. Therefore, it is a must to emphasize the principles of non-interference, self-determination and non-use of force in solving the problems in the region. There is need to help in finding just political solutions through peace proposals.

### 3. Western Sahara

285. There is concern over the situation of the region and its consequences for women and children. A fair and lasting solution in accordance with the Charter of the United Nations, General Assembly resolution 1514 (XV), the principles of the Movement of Non-Aligned Countries and the decisions of the United Nations and Organization of African Unity necessarily requires the implementation of the relevant resolutions of the Organization of African Unity and the United Nations.

### 4. Other issues

286. As women's interests can exist only in a situation of peace it is necessary they should also be in a position to promote peace. For this purpose women need to be represented adequately at national and international forums, especially in the United Nations and its related specialized agencies where they can make their voice heard and also ensure that women's issues are recognized and dealt with effectively.

287. Educational publicity for promoting values relating to peace should be taken up through the media of publication films, television etc. Efforts should be made to eliminate incitement to hatred, bigotry, discrimination, injustice, war and public and domestic violence. A different and essential dimension of peace is to wage a tireless and serious fight on violence committed against women.

288. While it has become increasingly evident that the problem of physical and mental abuse of women is of far greater magnitude than was believed, it is common for some to take violence against women in certain areas for granted, for example, marital violence. Violence against women is a manifestation of the inequality of women's economic status and physical inferiority compared to man. Therefore, women should be trained in the art of self-defence as a part of physical training in schools and colleges to avoid physical molestation and abuse.

289. Various types of violence of which a woman is a victim include domestic violence, non-domestic violence, particularly facing of violence in a custodial situation, rape, sexual harassment, pornography and advertisement prostitution and the trafficking in women.

290. In most countries violence committed against women has been recognized and legal enactments have been passed to safeguard women against violence like rape, wife-beating, custodial violence, trafficking etc. Further, in most countries government and non-governmental agencies have taken up programmes for rehabilitation of the women who have become victims of violence by providing institutional and non-institutional support, including support of psychiatrists, legal advisers and other experts.

291. However, there are various obstacles which stand in the way of effectively checking this malady. One such obstacle is the desire of the victim to maintain silence as she realizes that the culprit cannot be easily brought to book while she suffers more trauma in the courtroom and in the society. This leads to lack of authentic data available regarding crime against women.

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292. The legislative procedures are such that in many cases evidence is required. Since the crime is normally committed within the four walls of a room and not in public, such evidence is lacking.

293. The police are not sensitized to deal with such crimes in a more sympathetic manner taking into consideration the social implications. Basic strategies for countering violence against women are:

- (a) Strengthening of the legal umbrella;
- (b) Administrative devices should be made effective to tackle crimes against women;
- (c) Governments should make special efforts for the collection of data to determine the cause and extent of violence against women;
- (d) A directory of organizations and individuals working in the area of women should be prepared so that women can know where assistance is available and certain gaps are identified;
- (e) Constructive and positive information programmes should be developed to heighten public awareness and to improve attitudes towards women's inequality;
- (f) Training programmes for the police in handling violence against women;
- (g) Educational programmes for police, lawyers, judges and the community regarding violence against women.

## VI. INTERNATIONAL CO-OPERATION FOR THE FULL INTEGRATION OF WOMEN IN THE DEVELOPMENT PROCESS

### A. Background

294. As it is a global issue, the advancement of women in development should be reflected in all aspects of international co-operation for development. This being the case, the role of women should be analysed and the improvement of their status promoted through all the existing modes of international co-operation at all levels. This would require various forms of co-operation among the non-aligned and other developing countries, co-operation between these countries and developed countries, and overall co-operation within the system of the United Nations, including ECDC/TCDC, which are global systems of co-operation and a new dimension of international co-operation involving developing and developed countries and international organizations.

### B. Co-operation among developing countries

295. Mutual co-operation is an important and valuable instrument for the promotion of the rational and efficient use of human, material, financial and technological resources of developing countries, and thus for the advancement of their collective self-reliance and welfare.

296. Since the very inception of the Movement of the Non-Aligned Countries, the non-aligned countries have been pursuing mutual co-operation. The programme of economic co-operation adopted by the Movement covers 23 areas of co-operation: raw materials, trade, transport and industry; monetary and financial co-operation; scientific and technological development, technical co-operation and consultancy; food and agriculture; fisheries; insurance; health; employment and human resources development; tourism; transnational corporations and foreign private investment; sports; research and information systems; nuclear energy for peaceful purposes; telecommunication; international co-operation for development; housing; standardization, weights and measures and quality control; education and culture; and the role of women in development.

297. Co-operation on the role of women in development should become an integral aspect of all other areas through which co-operation among the non-aligned countries is pursued, and consideration of this aspect should be ensured in all phases of co-operation, from design to implementation and assessment.

298. Co-operation among the non-aligned and other developing countries has also been prompted through various forms of economic and technical co-operation (ECDC/TCDC) at different levels, from the country level to the subregional, regional and interregional levels, covering the vital areas which offer opportunities for taking full advantage of the existing and potential complementarities of developing countries.

299. In view of the need to implement these programmes in a comprehensive, coherent and integrated way and considering the fact that they are interlinked, ways and means should be sought to ensure the involvement and participation of all concerned members of society, and particularly women, with a view to harmonizing their productive and reproductive and social roles, and thus making it increasingly possible for them to release their potential for development. All these programmes should devote special attention to the possible impacts on the people concerned in general, and on women in particular, and make efforts to assess these impacts.

300. The role of the Group of 77 in planning, co-ordinating, monitoring and implementing follow-up action and evaluating such activities should be broadened with a view to include consideration and promotion of the integration of women as an important aspect in the current and planned development programmes. With the inclusion of this component, ECDC/TCDC programmes would be better adapted to the concrete situations and actual requirements in the developing countries.

C. Co-operation with developed countries and international organizations

301. Co-operation between developed and developing countries is being undertaken on the basis of a great variety of arrangements, bilateral and multilateral, at all levels. So far, this co-operation has been insufficient and requires a new character and dimension at the international level, which should be in keeping with the needs and priorities of developing countries.

302. Quite often, specific programmes and projects concerned with women have been divorced from the overall development programmes of the country.

303. Co-operation between developed and developing countries can or should be strengthened by the incorporation of the aspect of the role of women in development and consideration of the impacts of such co-operation and the status of women.

304. Decisions taken during the United Nations Decade for Women mandated those United Nations bodies which are active in the field of development to devote greater attention to the integration of issues relevant to women into their work programmes. The United Nations bodies have been dealing with these issues mainly by establishing special bureaux, units and focal points. However, this has not been sufficient, since women's departments have tended to operate in isolation. It will, therefore, be necessary to widen the scope and objectives of the activities of so-called women's desks, to incorporate women into ongoing and planned programmes. This, however, requires additional methodological efforts in terms of research and resources.

305. The United Nations system should ensure that women achieve adequate representation within the United Nations and its specialized agencies and also ensure that women's issues are recognized and dealt with effectively throughout the United Nations system. The United Nations Secretariat should have informal consultations with delegations to ensure that more numbers of women get into the United Nations system. Further, in all conferences organized under the auspices of the United Nations system, it should be ensured that women's issues are taken on the agenda so that they are not bypassed.

306. Working linkages within and between these organizations, as well as with the Branch for the Advancement of Women of the Centre for Social Development and Humanitarian Affairs, the Voluntary Fund for the United Nations Decade for Women and the International Research and Training Institute for the Advancement of Women, should be established in order to integrate activities oriented towards providing benefits not only to women, but, through the advancement of the role of women, to the overall development of developing countries. The United Nations Secretariat should ensure that women's issues are integrated into the broad range of activities of the United Nations, particularly in the priority sectors.

307. In this context the United Nations should particularly promote and support ECDC/TCDC programmes in various fields.

308. Non-aligned and other developing countries should support the work of the United Nations system in pursuing these aims through active participation and should make their contribution by ensuring that these aspects become an integral part of their activities. The non-aligned and other developing countries should co-ordinate to put forward proposals to the bodies and agencies of the United Nations to the effect that their activities ensure the participation of women and the assessment of the impact of their activities on the role and position of women in developing countries. One such proposal could be that indicative planning figure (IPF) of the United Nations Development Programme include these aspects.

309. The non-aligned and other developing countries should provide an impetus to other international organizations - intergovernmental and non-governmental - by promoting an integrated approach to development and to consideration of the role of women accordingly. The non-aligned and other developing countries could devote particular attention to and provide support for the joint institutions of the developing countries which are active in this field. The non-aligned countries recognize the work of the International Centre for Public Enterprises in Developing Countries (ICPE) on the role of women as a factor of development, in particular in the elaboration of the study on the role of women in developing countries. They invite ICPE to continue to work in this field. The non-aligned and other developing countries are invited to collaborate, through their institutions and experts, with ICPE as a joint institution of developing countries on this subject, as well as to join ICPE, if they are not yet members.

310. The lack of reliable data prevents the assessment of relative improvements in women's status in the various sectors. It is, therefore, essential that the United Nations Statistical Commission and the Commission on the Status of Women and INSTRAW co-operate at the institutional level in the collection, analysis and utilization of statistical data on the question of women.

311. It is necessary to support and expand technical and economic activities for women by means of collaboration with international development assistance agencies. In this respect, the Voluntary Fund for the United Nations Decade for Women is particularly recognized for its innovative contribution in the area of development and technical assistance for disadvantaged women. Its continuation and expansion beyond the Decade with emphasis on the objectives of equality, development and peace are considered of vital importance to the development needs of women.

312. In the field of communication there is ample scope for international co-operation, especially regarding information relating to sharing of experience of women and projecting activities relating to the role of women in development in the mass media in order to enhance both the awareness of accomplishments as well as the tasks that remain to be fulfilled. In this area, implementation of the action programme on media co-operation set out at the Conference of Ministers of Information of Non-Aligned Countries, held at Jakarta in January 1984, needs to be carried out.

313. It is also necessary to strengthen the activities of the International Research and Training Institute for the Advancement of Women, which performs through its network mode of operation an important role in this field, and to request, in particular, the relevant organizations of the United Nations system to appraise what has been done to improve the status of women and to increase financial support to them.

314. Special efforts should be made at both the national and regional levels to ensure that women have equal access to all aspects of modern science and technology, particularly in the educational system. The use of science and technology can be a powerful instrument for the advancement of women. Special research to evolve appropriate technology for rural women should be carried out,

and existing and new technologies should be disseminated as widely as possible. The co-ordination of such activities in the regions should be the responsibility of the regional commissions in co-operation with other intergovernmental bodies and agencies that deal with the status of women in technology.

315. Governments and non-governmental organizations should organize regular training programmes aimed at improving the status of women workers and widening women's access to and improving their performance in managerial positions in the sectors of employment or self-employment. In this connection, the United Nations is urged to support programmes on networks and exchange of expertise in vocational training being carried out by regional and subregional organizations.

316. Regional and subregional groups have an important role to play in strengthening the role of women in development. Existing regional and subregional information systems on women should be reinforced. A stronger data and research base on women should be developed in the developing countries and in the regional commissions in collaboration with the relevant specialized agencies, and the sharing of information and research data should be encouraged. Information systems at the national level should be strengthened and where they do not exist they should be established.

317. Global, regional and subregional organizations should be strengthened through injection of additional human and financial resources and through the placement of more women in policy and decision-making levels of these bodies.

318. Exchange of information at bilateral and multilateral forums in critical areas on women's development needs to be promoted, for example through exchange of experiences, with success and failures, in the establishment of national machineries and exchange of research activities and studies on women in particular, governments of non-aligned countries, as well as non-governmental organizations in these countries, should organize study tours and exchange programmes for officials and women leaders responsible for women programmes and projects and should facilitate constant contact between such officials and women leaders.

#### VII. ACTION PROGRAMME AND CO-ORDINATION OF FUTURE ACTIVITIES OF NON-ALIGNED AND OTHER DEVELOPING COUNTRIES

319. The programmes of action adopted at previous meetings of non-aligned countries on the role of women and the United Nations Conferences held at Mexico and Copenhagen maintain their relevance and therefore constitute the basis for the design, implementation and realization of the means and strategies to be used in the field of women's development by the year 2000. The action programme which the non-aligned countries may adopt during the period 1985-2000 would emerge from the strategies designed in the context of the work done and the existing and emerging obstacles. The action programme may be focused on the following:

(a) Continuation and re-doubling of the efforts to put in practice the necessary structural changes to eliminate gender-based subordination and inequality, as well as all other types of oppression, and to make the role of women

visible in various sectors of development, in various agencies and instruments for government action, such as the legislature, the judiciary, planning agencies, public enterprises, specialized agencies created by governments for particular aspects of economic and social development, financial institutions etc.;

(b) Concerted efforts for the eradication of illiteracy through formal and informal systems;

(c) Access to health coverage for all by the year 2000, with special emphasis on health surveillance focusing on malnutrition, anaemia, natal and post-natal care;

(d) Provision of adequate housing, water supply and sanitation facilities and special measures in order to reduce the hours, the distance and the heavy constraints imposed on women by certain daily chores such as water supply or the collection of fuel;

(e) Development of software for dissemination of information and creating awareness about applications of science and technology;

(f) Evolving strategies for women to obtain ownership of land, access to credit, technology, fertilizers, better tools and machinery;

(g) Promotion of self-reliance in industrial production by providing infrastructure facilities;

(h) Provision of the necessary infrastructure, resource and cadre support for planning and execution of governmental policies in this regard;

(i) Review, monitoring and evaluation of policies and programmes and their impact on women in development, and vice versa, from an integrated and co-ordinated point of view;

(j) Promotion of value transformation in view of the long-term objective of the advancement of the role of women in development;

(k) Integration of efforts made by voluntary agencies and non-governmental organizations in the field of women's development in public policy;

(l) Further research and training of all those involved and concerned in promoting the status of women; promotion of information-gathering systems in order to provide essential inputs for governmental policies and actions;

(m) Enhancement of the opportunities for women to take part in decision-making as fully informed citizens;

(n) Access of women, as well as of men, to information on the decisions taken by their government and on available assistance and agencies and structures from which to obtain such support;

(o) Special efforts for dissemination of knowledge in all fields. This is where communication technology and traditional communication channels should be harnessed;

(p) Exchange of information and experience, as well as consultative arrangements at various levels, particularly at the regional and intergovernmental levels. In this matter a number of international, regional or interregional institutions might be requested to assist in the identification of communication channels;

(q) Elaboration of guidelines for all bilateral and multilateral technical co-operation programmes to ensure the incorporation of relevant aspects of the role of women in development. The UNDP Indicative Planning Figure should also incorporate these aspects for basic programmatic action;

(r) Inclusion of the question of the role of women in development in the preparation of plans for negotiations at all stages of the project cycle at different levels of regional and international co-operation, so as to ensure that the results of these projects will not be in conflict with national objectives;

(s) Incorporation of a social impact analysis into all projects to avoid negative results. Non-aligned countries' co-operation could help to develop the necessary methodology for such analysis;

(t) Continuation of the work already initiated by nations and international research institutions in refining and building up adequate analysis, conceptual and methodological and identification of indicators which can measure the work done by women, especially in food production and agriculture. Time series data should reflect the real position of women within the context of overall long-term trends in development. Research should include gender-specific analysis to illustrate the types of inequality which still require measures to overcome them.

320. Considering the fact that water is a source of life and that some countries of the Non-Aligned Movement and other developing countries struck by increasing desert encroachment are exposed to famine and to a lack of water that lead to large population displacements, and considering the fact that women in these countries are forced to cover long distances in search of water and wood for fuel, appropriate steps should be taken towards a concerted policy to fight against these calamities by making effective use of the potential for hydro-electricity, by digging wells, borings, constructing dams and implementing programmes to resist further encroachment of the desert. Considering that some members of the Non-Aligned Movement and other developing countries are faced with famine and are dependent on international aid, it is recommended that aid should be given in order to encourage a policy of self-sufficiency in food and that, within the framework of national agricultural policies, women should have access to the means of production such as land, agricultural credit, inputs, fertilizers etc.

321. The non-aligned and other developing countries may consider adopting a strategy for continued appraisal of the performance of member countries to ensure that women have the right to equality and development. In the immediate future the non-aligned countries may consider meeting at Nairobi during the World Conference to be held in July 1985 to further co-ordinate the positions arrived at at the New Delhi Conference. In order to attain a fruitful and co-ordinated action during the World Conference which will be held at Nairobi, the Ministerial

Conference decided to call upon the co-ordinating countries on the role of women in development of the Non-Aligned Movement to hold wide-ranging consultations with all interested members of the Movement as well as other developing countries on the various topics of the Conference.

322. The Ministerial Conference of the Non-Aligned and other Developing Countries on the Role of Women in Development, meeting at New Delhi on 10 and 11 April, aware of national, regional and international preparatory activities that have been undertaken all over the world in preparation for the holding of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women, scheduled to be held from 15 to 26 July 1985 at Nairobi, and further aware of the outcome of the third meeting of the Preparatory Body held at Vienna from 4 to 13 March 1985, expresses the wish that appropriate ways and means within the United Nations system be used for the expeditious finalization of the work of the Preparatory Body so as to ensure the holding of the World Conference at Nairobi as scheduled.

323. The Ministerial Conference recommends that the non-aligned and other developing countries follow closely the progress achieved in favour of women and envisages the holding of a conference at the Ministerial level every five years up to the year 2000 to evaluate this progress.

## APPENDIX I

Inaugural address by His Excellency Mr. Rajiv Gandhi,  
Prime Minister of India

I should like first to welcome all of you to India, to Delhi, to this Non-Aligned Conference on Women.

The role of women is very crucial to the rate at which a country develops and in many ways is an indicator as to how well the country is developing.

The Non-Aligned Movement represents a very large majority of humanity on this earth. We have traditionally fought against imperialism, colonialism, racism, neo-imperialism, and neo-colonialism, and against all forms of discrimination and domination. We have fought for an equitable social and economic order. The fight for the rights of women is part of this larger fight.

Women are the social conscience of a country. They hold our societies together. In developing countries women have been active in all fields and they have risen to prominent places specially in the political field. Unfortunately, at the lower level we have not been able to give them enough freedom of movement, enough help to rise above the discriminations that had been built up over thousands of years of male-dominated society.

Subjugation, whether it is of a country or of an individual, is very similar. And women have been depressed. This fight to bring women out, to bring them up in our society, is no different from the fight of the non-aligned to bring their countries up, to build them, and to secure more opportunities.

A society's progress can really be judged by how well half our society progresses. And if they are to progress fast, half the talent, half the energy cannot be ignored. Women must be allowed full freedom of action and movement. Women are equal in every way, whether in spiritual urges or in political ideals. Historically, in the matter of sacrifices, in heroism, there have been no differences just because of sex. Women have risen to the highest levels of sacrifice, the highest levels of heroism. This is evident from all our freedom struggles.

But we have now to fight the social and cultural backwardness that has been historically thrust upon women. Male superiority has become, in a way, a vested interest, and like all vested interests, it is damaging to humanity. And all of us - men and women - must fight this with all our strength. Women have a right to education, to employment, to development. This must get full facilities.

Women's contribution to humanity throughout history, whether in the home, in the work place, or in society, has been no less than men's. Still women today do not get adequate opportunity in education and in employment. We are trying to change this in India. As Smt. Chandrashekher just said, we have taken many steps for the uplift and progress of women. We realize that one of the key factors is

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education. And as a first step, we have made education free for girls - up to the high school stage. We shall take other such steps to see that women are able to develop. Women will be equal partners in building our nation.

The United Nations Decade for Women has fought for political, administrative, legal, social, economic and cultural equality for women. But really what we have to do is to build this into our society. We pass laws, we have conferences. But the idea must permeate the hearts of people. And that is when it really will start making a difference.

As a group, women are perhaps the largest under-privileged group in the world. And we must fight to remove this disparity. Our late Prime Minister, Indira Gandhi, has said: "It is very good to see women in top positions and they get a lot of publicity when they come into top positions. But it is really at the grassroots, at the daily level, that the discrimination must be removed." It is the fight up every rung of the ladder that has to be made easier and we hope that this Conference will contribute towards this struggle.

In India we have special programmes and special monitoring to see how women can progress faster. We have had a recent Act in Parliament - family courts - to prevent delays. We have many social groups and voluntary agencies helping us. Government action is good, but what is important is that the mood of society has to be changed. This can be done only when voluntary agencies help the Government. The problems are similar all over the world, especially amongst our developing countries.

I hope this Conference will help to remove these problems and be a major step towards the full equality of women in developing their potential for the benefit of humanity. I wish you all the best for this Conference and thank you for giving me this opportunity to talk to you.

APPENDIX II

List of office bearers

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|--------------------------------|--|
| I. <u>Chairperson</u>          | India  |
| II. <u>Vice-Chairpersons</u>   | 1. Bangladesh<br>2. Cuba<br>3. Guinea<br>4. Iraq<br>5. Nicaragua<br>6. United Republic of Tanzania<br>7. Tunisia |
| III. <u>Rapporteur General</u> | Yugoslavia   |

APPENDIX III

Agenda

1. Inauguration of the Conference.
2. Election of the Chairperson.
3. Election of officer bearers, other than the Chairperson.
4. Adoption of the agenda.
5. Other organizational matters.
6. Review and appraisal of the current status of women: sectoral and institutional analysis.
7. Identification of the problem areas and obstacles in attaining the objectives of the United Nations Decade for Women.
8. Designing of new approaches and forward-looking strategies to achieve the objectives of the United Nations Decade for Women up to the year 2000.
9. International co-operation - bilateral and multilateral - for the full integration of women, particularly rural women, in the development process.
10. Action programme and co-ordination of future activities of non-aligned and other developing countries.

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