

# **REPORT OF THE WORLD CONFERENCE OF THE INTERNATIONAL WOMEN'S YEAR**

Mexico City, 19 June - 2 July 1975



**UNITED NATIONS**  
New York, 1976

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E/CONF.66/34
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UNITED NATIONS PUBLICATION
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Sales number: E.76.IV.1
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Price: \$U.S. 9.00

(or equivalent in other currencies)

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Part one

ACTION TAKEN BY THE CONFERENCE

## Chapter I

### DECLARATION OF MEXICO ON THE EQUALITY OF WOMEN AND THEIR CONTRIBUTION TO DEVELOPMENT AND PEACE, 1975

#### The World Conference of the International Women's Year,

Aware that the problems of women, who constitute half of the world's population, are the problems of society as a whole, and that changes in the present economic, political and social situation of women must become an integral part of efforts to transform the structures and attitudes that hinder the genuine satisfaction of their needs,

Recognizing that international co-operation based on the principles of the Charter of the United Nations should be developed and strengthened in order to find solutions to world problems and to build an international community based on equity and justice,

Recalling that in subscribing to the Charter, the peoples of the United Nations undertook specific commitments: "to save succeeding generations from the scourge of war . . ., to reaffirm faith in fundamental human rights, in the dignity and worth of the human person, in the equal rights of men and women and of nations large and small, and to promote social progress and better standards of life in larger freedom",

Taking note of the fact that since the creation of the United Nations very important instruments have been adopted, among which the following constitute landmarks: the Universal Declaration of Human Rights, the Declaration on the Granting of Independence to Colonial Countries and Peoples, the International Development Strategy for the Second United Nations Development Decade, and the Declaration and Programme of Action for the Establishment of a New International Economic Order based on the Charter of Economic Rights and Duties of States,

Taking into account that the United Nations Declaration on the Elimination of Discrimination against Women considers that: "discrimination against women is incompatible with human dignity and with the welfare of the family and of society, prevents their participation, on equal terms with men, in the political, social, economic and cultural life of their countries and is an obstacle to the full development of the potentialities of women in the service of their countries and of humanity",

Recalling that the General Assembly, in its resolution 3010 (XXVII) of 18 December 1972, proclaimed 1975 as International Women's Year and that the Year was to be devoted to intensified action with a view to: promoting equality between men and women, ensuring the integration of women in the total development effort, and increasing the contribution of women to the strengthening of world peace,

Recalling further that the Economic and Social Council, in its resolution 1849 (LVI) of 16 May 1974, adopted the Programme for International Women's Year,



and that the General Assembly, in its resolution 3275 (XXIX) of 10 December 1974, called for full implementation of the Programme,

Taking into account the role played by women in the history of humanity, especially in the struggle for national liberation, the strengthening of international peace, and the elimination of imperialism, colonialism, neo-colonialism, foreign occupation, zionism, alien domination, racism and apartheid,

Stressing that greater and equal participation of women at all levels of decision-making shall decisively contribute to accelerating the pace of development and the maintenance of peace,

Stressing also that women and men of all countries should have equal rights and duties and that it is the task of all States to create the necessary conditions for the attainment and the exercise thereof,

Recognizing that women of the entire world, whatever differences exist between them, share the painful experience of receiving or having received unequal treatment, and that as their awareness of this phenomenon increases they will become natural allies in the struggle against any form of oppression, such as is 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,

Recognizing that changes in the social and economic structure of societies, even though they are among the prerequisites, cannot of themselves ensure an immediate improvement in the status of a group which has long been disadvantaged, and that urgent consideration must therefore be given to the full, immediate and early integration of women into national and international life,

Emphasizing that under-development imposes upon women a double burden of exploitation, which must be rapidly eliminated, and that full implementation of national development policies designed to fulfil this objective is seriously hindered by the existing inequitable system of international economic relations,

Aware that the role of women in child-bearing should not be the cause of inequality and discrimination, and that child-rearing demands shared responsibilities among women, men and society as a whole,

Recognizing also the urgency of improving the status of women and finding more effective methods and strategies which will enable them to have the same opportunities as men to participate actively in the development of their countries and to contribute to the attainment of world peace,

Convinced that women must play an important role in the promotion, achievement and maintenance of international peace, and that it is necessary to encourage their efforts towards peace, through their full participation in the national and international organizations that exist for this purpose,

Considering that it is necessary to promote national, regional and international action, in which the implementation of the World Plan of Action adopted by the World Conference of the International Women's Year should make a significant contribution, for the attainment of equality, development and peace,

Decides to promulgate the following principles:

1. Equality between women and men means equality in their dignity and worth as human beings as well as equality in their rights, opportunities and responsibilities.
2. All obstacles that stand in the way of enjoyment by women of equal status with men must be eliminated in order to ensure their full integration into national development and their participation in securing and in maintaining international peace.
3. It is the responsibility of the State to create the necessary facilities so that women may be integrated into society while their children receive adequate care.
4. National non-governmental organizations should contribute to the advancement of women by assisting women to take advantage of their opportunities, by promoting education and information about women's rights, and by co-operating with their respective Governments.
5. Women and men have equal rights and responsibilities in the family and in society. Equality between women and men should be guaranteed in the family, which is the basic unit of society and where human relations are nurtured. Men should participate more actively, creatively and responsibly in family life for its sound development in order to enable women to be more intensively involved in the activities of their communities and with a view to combining effectively home and work possibilities of both partners.
6. Women, like men, require opportunities for developing their intellectual potential to the maximum. National policies and programmes should therefore provide them with full and equal access to education and training at all levels, while ensuring that such programmes and policies consciously orient them towards new occupations and new roles consistent with their need for self-fulfilment and the needs of national development.
7. The right of women to work, to receive equal pay for work of equal value, to be provided with equal conditions and opportunities for advancement in work, and all other women's rights to full and satisfying economic activity are strongly reaffirmed. Review of these principles for their effective implementation is now urgently needed, considering the necessity of restructuring world economic relationships. This restructuring offers greater possibilities for women to be integrated into the stream of national economic, social, political and cultural life.
8. All means of communication and information as well as all cultural media should regard as a high priority their responsibility for helping to remove the attitudinal and cultural factors that still inhibit the development of women and for projecting in positive terms the value to society of the assumption by women of changing and expanding roles.
9. Necessary resources should be made available in order that women may be able to participate in the political life of their countries and of the international community since their active participation in national and world

affairs at decision-making and other levels in the political field is a prerequisite of women's full exercise of equal rights as well as of their further development and of the national well-being.

10. Equality of rights carries with it corresponding responsibilities; it is therefore a duty of women to make full use of opportunities available to them and to perform their duties to the family, the country and humanity.

11. It should be one of the principal aims of social education to teach respect for physical integrity and its rightful place in human life. The human body, whether that of woman or man, is inviolable and respect for it is a fundamental element of human dignity and freedom.

12. Every couple and every individual has the right to decide freely and responsibly whether or not to have children as well as to determine their number and spacing, and to have information, education and means to do so.

13. Respect for human dignity encompasses the right of every woman to decide freely for herself whether or not to contract matrimony.

14. The issue of inequality, as it affects the vast majority of the women of the world, is closely linked with the problem of under-development, which exists as a result not only of unsuitable internal structures but also of a profoundly unjust world economic system.

15. The full and complete development of any country requires the maximum participation of women as well as of men in all fields: the under-utilization of the potential of approximately half of the world's population is a serious obstacle to social and economic development.

16. The ultimate end of development is to achieve a better quality of life for all, which means not only the development of economic and other material resources but also the physical, moral, intellectual and cultural growth of the human person.

17. In order to integrate women into development, States should undertake the necessary changes in their economic and social policies because women have the right to participate and contribute to the total development effort.

18. The present state of international economic relations poses serious obstacles to a more efficient utilization of all human and material potential for accelerated development and for the improvement of living standards in developing countries aimed at the elimination of hunger, child mortality, unemployment, illiteracy, ignorance and backwardness, which concern all of humanity and women in particular. It is therefore essential to establish and implement with urgency the New International Economic Order, of which the Charter of Economic Rights and Duties of States constitutes a basic element, founded on equity, sovereign equality, interdependence, common interest, co-operation among all States irrespective of their social and economic systems, on the principles of peaceful coexistence and on the promotion by the entire international community of economic and social progress of all countries, especially developing countries, and on the progress of States comprising the international community.

19. The principle of the full and permanent sovereignty of every State over its natural resources, wealth and all economic activities, and its inalienable right of nationalization as an expression of this sovereignty constitute fundamental prerequisites in the process of economic and social development.

20. The attainment of economic and social goals, so basic to the realization of the rights of women, does not, however, of itself bring about the full integration of women in development on a basis of equality with men unless specific measures are undertaken for the elimination of all forms of discrimination against them. It is therefore important to formulate and implement models of development that will promote the participation and advancement of women in all fields of work and provide them with equal educational opportunities and such services as would facilitate housework.

21. Modernization of the agricultural sector of vast areas of the world is an indispensable element for progress, particularly as it creates opportunities for millions of rural women to participate in development. Governments, the United Nations, its specialized agencies and other competent regional and international organizations should support projects designed to utilize the maximum potential and develop the self-reliance of rural women.

22. It must be emphasized that, given the required economic, social and legal conditions as well as the appropriate attitudes conducive to the full and equal participation of women in society, efforts and measures aimed at a more intensified integration of women in development can be successfully implemented only if made an integral part of over-all social and economic growth. Full participation of women in the various economic, social, political and cultural sectors is an important indication of the dynamic progress of peoples and their development. Individual human rights can be realized only within the framework of total development.

23. The objectives considered in this Declaration can be achieved only in a world in which the relations between States are governed, inter alia, by the following principles: the sovereign equality of States, the free self-determination of peoples, the unacceptability of acquisition or attempted acquisition of territories by force and the prohibition of recognition of such acquisition, territorial integrity, and the right to defend it, and non-interference in the domestic affairs of States, in the same manner as relations between human beings should be governed by the supreme principle of the equality of rights of women and men.

24. International co-operation and peace require the achievement of national liberation and independence, the elimination of colonialism and neo-colonialism, foreign occupation, zionism, apartheid, and racial discrimination in all its forms as well as the recognition of the dignity of peoples and their right to self-determination.

25. Women have a vital role to play in the promotion of peace in all spheres of life: in the family, the community, the nation and the world. Women must participate equally with men in the decision-making processes which help to promote peace at all levels.

26. Women and men together should eliminate colonialism, neo-colonialism, imperialism, foreign domination and occupation, zionism, apartheid, racial discrimination, the acquisition of land by force and the recognition of such acquisition, since such practices inflict incalculable suffering on women, men and children.

27. The solidarity of women in all countries of the world should be supported in their protest against violations of human rights condemned by the United Nations. All forms of repression and inhuman treatment of women, men and children, including imprisonment, torture, massacres, collective punishment, destruction of homes, forced eviction and arbitrary restriction of movement shall be considered crimes against humanity and in violation of the Universal Declaration of Human Rights and other international instruments.

28. Women all over the world should unite to eliminate violations of human rights committed against women and girls such as: rape, prostitution, physical assault, mental cruelty, child marriage, forced marriage and marriage as a commercial transaction.

29. Peace requires that women as well as men should reject any type of intervention in the domestic affairs of States, whether it be openly or covertly carried on by other States or by transnational corporations. Peace also requires that women as well as men should also promote respect for the sovereign right of a State to establish its own economic, social and political system without undergoing political and economic pressures or coercion of any type.

30. Women as well as men should promote real, general and complete disarmament under effective international control, starting with nuclear disarmament. Until genuine disarmament is achieved, women and men throughout the world must maintain their vigilance and do their utmost to achieve and maintain international peace.

Wherefore,

The World Conference of the International Women's Year

1. Affirms its faith in the objectives of the International Women's Year, which are equality, development and peace;
2. Proclaims its commitment to the achievement of such objectives;
3. Strongly urges Governments, the entire United Nations system, regional and international intergovernmental organizations and the international community as a whole to dedicate themselves to the creation of a just society where women, men and children can live in dignity, freedom, justice and prosperity.

Chapter II

PLANS OF ACTION

A. World Plan of Action for the Implementation of the  
Objectives of the International Women's Year

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## INTRODUCTION

1. In subscribing to the Charter, the peoples of the United Nations undertook specific commitments: "to save succeeding generations from the scourge of war ... , to reaffirm faith in fundamental human rights, in the dignity and worth of the human person, in the equal rights of men and women and of nations large and small, and ... to promote social progress and better standards of life in larger freedom".

2. The greatest and most significant achievement during recent decades has been the liberation of a large number of peoples and nations from alien colonial domination, which has permitted them to become members of the community of free peoples. Technological progress has also been achieved in all spheres of economic activity during the past three decades, thus offering substantial possibilities for improving the well-being of all peoples. However, the last vestiges of alien and colonial domination, foreign occupation, racial discrimination apartheid and neo-colonialism in all its forms are still among the greatest obstacles to the full emancipation and progress of developing countries and of all the peoples concerned. The benefits of technological progress are not shared equitably by all members of the international community. The developing countries, which account for 70 per cent of the population of the world, receive only 30 per cent of world income. It has proved impossible to achieve uniform and balanced development of the international community under the present economic order, and, for this reason, it is urgent to implement a new international economic order in accordance with General Assembly resolution 3201 (S-VI) of 1 May 1974).

3. Conventions, declarations, formal recommendations and other instruments have been adopted since the Charter came into force, 1/ with a view to reinforcing, elaborating and implementing these fundamental principles and objectives. Some of them seek to safeguard and promote the human rights and fundamental freedoms of all persons without discrimination of any kind. Others deal with the promotion of economic and social progress and development and the need to eliminate all forms of alien domination, dependence, neo-colonialism, and include international strategies, programmes and plans of action. Some have the more specific purpose of eliminating discrimination on the ground of sex and promoting the equal rights of men and women. These documents reflect the ever increasing awareness in the international community of the uneven development of peoples, and of the tragedy of all forms of discrimination, be it on the ground of race, sex or any other ground, and the evident will to promote progress and development in conditions of peace, equity and justice.

4. In these various instruments the international community has proclaimed that the full and complete development of a country, the welfare of the world and the cause of peace require the maximum participation of women as well as men in all fields. It has declared that all human beings without distinction have the right to enjoy the fruits of social and economic progress and should, on their part, contribute to it. It has condemned sex discrimination as fundamentally unjust,

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1/ See appendix (p. 47 below).

an offence against human dignity and an infringement of human rights. It has included the full integration of women in the total development effort as a stated objective of the International Development Strategy for the decade of the 1970s. <sup>2/</sup>

5. Despite these solemn pronouncements and notwithstanding the work accomplished in particular by the United Nations Commission on the Status of Women and the specialized agencies concerned, progress in translating these principles into practical reality is proving slow and uneven. The difficulties encountered in the preparation and implementation of these many instruments are attributable to the complexities created by the considerable differences between countries, regions etc.

6. History has attested to the active role which women played, together with men, in accelerating the material and spiritual progress of peoples and in the process of the progressive renewal of society; in our times, women's role will increasingly emerge as a powerful revolutionary social force.

7. There are significant differences in the status of women in different countries and regions of the world which are rooted in the political, economic and social structure, the cultural framework and the level of development of each country, and in the social category of women within a given country. However, basic similarities unite women to fight differences wherever they exist in the legal, economic, social, political and cultural status of women and men.

8. As a result of the uneven development that prevails in the international economic relations, three quarters of humanity is faced with urgent and pressing social and economic problems. The women among them are even more affected by such problems and the new measures taken to improve their situation as well as their role in the process of development must be an integral part of the global project for the establishment of a new economic order.

9. In many countries women form a large part of the agricultural work force. Because of this and because of their important role in agricultural production and in the preparation, processing and marketing of food, they constitute a substantial economic resource. Nevertheless, if the rural worker's lack of technical equipment, education and training is taken into account, it will be seen that in many countries the status of women in this sector is doubly disadvantaged.

10. While industrialization provides jobs for women and constitutes one of the main means for the integration of women in the process of development, women workers are disadvantaged in many respects because of the fact that the technological structure of production in general has been oriented towards man and his requirements. Therefore special attention must be paid to the situation of the woman worker in industry and in services. Women workers feel painfully the effects of the present economic crisis, the growth of unemployment, inflation, mass poverty, lack of resources for education and medical care, unexpected and unwanted side-effects of urbanization and other migration, etc.

11. Scientific and technological developments have had both positive and negative repercussions on the situation of women in many countries. Political, economic and social factors are important in overcoming any adverse effects of such developments.

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<sup>2/</sup> General Assembly resolution 2626 (XXV) of 24 October 1970.



12. During the last decades women's movements and millions of women together with other progressive forces acting in many countries have focused public opinion at the national and international levels on all these problems.

13. However, that public opinion often overlooks the many women of regions under alien domination, particularly those subjected to apartheid who experience daily the terror of repression and who struggle tirelessly for the recovery of the most elementary rights of the human person.

14. The reality of the problems which women still meet in their daily life in many countries of the world in their efforts to participate in the economic and social activities, in the decision-making process and the political administration of their countries, and the loss represented by the under-utilization of the potentialities of approximately 50 per cent of the world's adult population, have prompted the United Nations to proclaim 1975 as International Women's Year, and to call for intensified action to ensure the full integration of women in the total development effort, and to involve women widely in international co-operation and the strengthening of world peace on the basis of equal rights, opportunities and responsibilities of women and men. The objective of International Women's Year is to define a society in which women participate in a real and full sense in economic, social and political life and to devise strategies whereby such societies could develop.

15. This Plan of Action is intended to strengthen the implementation of the instruments and programmes which have been adopted concerning the status of women, and to broaden and place them in a more timely context. Its purpose is mainly to stimulate national and international action to solve the problems of under-development and of the socio-economic structure which places women in an inferior position, in order to achieve the goals of International Women's Year.

16. The achievement of equality between men and women implies that they should have equal rights, opportunities and responsibilities to enable them to develop their talents and capabilities for their own personal fulfilment and the benefit of society. To that end, a reassessment of the functions and roles traditionally allotted to each sex within the family and the community at large is essential. The necessity of a change in the traditional role of men as well as of women must be recognized. In order to allow for women's equal (fuller) participation in all societal activities, socially organized services should be established and maintained to lighten household chores and, especially, services for children should be provided. All efforts should be made to change social attitudes - based mainly on education - in order to bring about the acceptance of shared responsibilities for home and children by both men and women.

17. In order to promote equality between women and men, Governments should ensure for both women and men equality before the law, the provision of facilities for equality of educational opportunities and training, equality in conditions of employment, including remuneration, and adequate social security. Governments should recognize and undertake measures to implement men's and women's right to employment on equal conditions, regardless of marital status and their access to the whole range of economic activities. The State has also the responsibility to create conditions that promote the implementation of legal norms providing for equality of men and women and in particular the opportunity for all individuals to receive free general and primary education, and eventually compulsory general secondary education, equality in conditions of employment, and maternity protection.

18. Governments should strive to ameliorate the hard working conditions and unreasonably heavy work load, especially those that fall upon large groups of women in many countries and particularly among underprivileged social groups. Governments should ensure improved access to health services, better nutrition and other social services that are essential to the improvement of the condition of women and their full participation in development on an equal basis with men.

19. Individuals and couples have the right freely and responsibly to determine the number and spacing of their children and to have the information and the means to do so. The exercise of this right is basic to the attainment of any real equality between the sexes and without its achievement women are disadvantaged in their attempt to benefit from other reforms.

20. Child-care centres and other child-minding facilities are means to supplement the training and care that the children get at home. At the same time they are of vital importance in promoting equality between men and women. Governments have, therefore, a responsibility to see to it that such centres and facilities are available in the first place for those children whose parents or parent are employed in self-employment and particularly in agriculture for rural women, in training or in education or wish to take up employment, training or education.

21. The primary objective of development being to bring about sustained improvement in the well-being of the individual and of society and to bestow benefits on all, development should be seen not only as a desirable goal in itself but also as the most important means of furthering equality of the sexes and the maintenance of peace.

22. The integration of women in development will necessitate widening their activities to embrace all aspects of social, economic, political and cultural life. They must be provided with the necessary technical training to make their contribution more effective in terms of production, and to ensure their greater participation in decision-making and in the planning and implementation of all programmes and projects. Full integration also implies that women receive their fair share of the benefits of development, thereby helping to ensure a more equitable distribution of income among all sectors of the population.

23. The promotion and protection of human rights for all is one of the fundamental principles of the Charter of the United Nations, the achievement of which is the goal of all people. An essential element for securing the protection of human rights and full equality between men and women throughout the world is sustained international co-operation based on peace, justice and equity for all and the elimination of all sources of conflict. True international co-operation must be based, in accordance with the Charter of the United Nations, on fully equal rights, the observance of national independence and sovereignty including sovereignty over natural resources and the right of their exploitation, non-interference in internal affairs, the right of peoples to defend their territorial integrity, and the inadmissibility of acquisition or attempts to acquire territory by force, mutual advantage, the avoidance of the use or the threat of force, and the promotion and maintenance of a new just world economic order, which is the basic purpose of the Charter of Economic Rights and Duties of States. <sup>3/</sup> International co-operation and

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<sup>3/</sup> During the World Conference of the International Women's Year some representatives stated that reference to the Charter of Economic Rights and Duties of States should not be interpreted as indicating a change in the positions of delegations on the Charter as stated at the twenty-ninth session of the General Assembly.

peace require national liberation and political and economic independence, and the elimination of colonialism and neo-colonialism, fascism and other similar ideologies, foreign occupation and apartheid, racism and discrimination in all its forms as well as recognition of the dignity of the individual and appreciation of the human person and his or her self-determination. To this end, the Plan calls for the full participation of women in all efforts to promote and maintain peace. True peace cannot be achieved unless women share with men the responsibility for establishing a new international economic order.

24. It is the aim of the Plan to ensure that the original and multidimensional contribution - both actual and potential - of women is not overlooked in existing concepts for development action programmes and an improved world economic equilibrium. Recommendations for national and international action are proposed with the aim of accelerating the necessary changes in all areas, and particularly in those where women have been especially disadvantaged.

25. Since the integral development of the personality of the woman as a human being is directly connected with her participation in the development process as mother, worker and citizen, policies should be developed to promote the co-ordination of these different roles of the woman so as to give the most favourable conditions for the harmonious development of her personality - an aim which is equally relevant to the development of man.

#### I. NATIONAL ACTION

26. This Plan provides guidelines for national action over the 10-year period from 1975 to 1985 as part of a sustained, long-term effort to achieve the objectives of the International Women's Year. The recommendations are not exhaustive, and should be considered in addition to the other existing international instruments and resolutions of the United Nations bodies which deal with the condition of women and the quality of life. They constitute rather the main areas for priority action within the decade.

27. The recommendations for national action in this Plan are addressed primarily to Governments, and to all public and private institutions, women's and youth organizations, employers, trade unions, mass communications media, non-governmental organizations, political parties and other groups.

28. Since there are wide divergencies in the situation of women in various societies, cultures and regions, reflected in differing needs and problems, each country should decide upon its own national strategy, and identify its own targets and priorities within the present World Plan. Given the changing conditions of society today, an operative mechanism for assessment should be established and targets should be linked to those set out, in particular, in the International Development Strategy for the Second United Nations Development Decade, 2/ and in the World Population Plan of Action. 4/

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4/ See Report of the United Nations World Population Conference, 1974 (United Nations publication, Sales No. E.75.XIII.3), part one, chap. I.

29. Changes in social and economic structures should be promoted which would make possible the full equality of women and their free access to all types of development, without discrimination of any kind, and to all types of education and employment.

30. There should be a clear commitment at all levels of government to take appropriate action to implement these targets and priorities. Commitment on the part of Governments to the ideals of equality and integration of women in society cannot be fully effective outside the larger context of commitment to transform fundamental relationships within a society in order to ensure a system that excludes the possibility of exploitation.

31. In elaborating national strategies and development plans in which women should participate, measures should be adopted to ensure that the set targets and priorities should take fully into account women's interests and needs, and make adequate provision to improve their situation and increase their contribution to the development process. There should be equitable representation of women at all levels of policy- and decision-making. Appropriate national machinery and procedures should be established if they do not already exist.

32. National plans and strategies for the implementation of this Plan should be sensitive to the needs and problems of different categories of women and of women of different age groups. However, Governments should pay special attention to improving the situation of women in areas where they have been most disadvantaged and especially of women in rural and urban areas.

33. While integrated programmes for the benefit of all members of society should be the basis for action in implementing this Plan, special measures on behalf of women whose status is the result of particularly discriminatory attitudes will be necessary.

34. The establishment of interdisciplinary and multisectoral machinery within government, such as national commissions, women's bureaux and other bodies, with adequate staff and budget, can be an effective transitional measure for accelerating the achievement of equal opportunity for women and their full integration in national life. The membership of such bodies should include both women and men, representative of all groups of society responsible for making and implementing policy decisions in the public sector. Government ministries and departments (especially those responsible for education, health, labour, justice, communication and information, culture, industry, trade, agriculture, rural development, social welfare, finance and planning), as well as appropriate private and public agencies, should be represented on them.

35. Such bodies should investigate the situation of women in all fields and at all levels and make recommendations for needed legislation, policies and programmes establishing priorities. Follow-up programmes should be maintained to monitor and evaluate the progress achieved within the country to assess the implementation of the present Plan in national plans.

36. These national bodies should also co-operate in the co-ordination of similar regional and international activities, as well as those undertaken by non-governmental organizations, and self-help programmes devised by women themselves.

37. Constitutional and legislative guarantees of the principle of non-discrimination on the ground of sex and of equal rights and responsibilities of women and men are

essential. Therefore, general acceptance of the principles embodied in such legislation and a change of attitude with regard to them should be encouraged. It is also essential to ensure that the adoption and enforcement of such legislation can in itself be a significant means of influencing and changing public and private attitudes and values.

38. Governments should review their legislation affecting the status of women in the light of human rights principles and internationally accepted standards. Wherever necessary, legislation should be enacted or updated to bring national laws into conformity with the relevant international instruments. Adequate provision should also be made for the enforcement of such legislation, especially in each of the areas dealt with in chapter II of the Plan. Where they have not already done so, Governments should take steps to ratify the relevant international conventions and fully implement their provisions. It should be noted that there are States whose national legislation guarantees women certain rights which go beyond those embodied in the relevant international instruments.

39. Appropriate bodies should be specifically entrusted with the responsibility of modernizing, changing or repealing outdated national laws and regulations, keeping them under constant review, and ensuring that their provisions are applied without discrimination. These bodies could include, for example, law commissions, human rights commissions, civil liberties unions, appeals boards, legal advisory boards and the office of ombudsman. Such bodies should have full governmental support to enable them to carry out their functions effectively. Non-governmental organizations could also play an important role in ensuring that relevant legislation is adequate, up to date and applied without discrimination.

40. Appropriate measures should be taken to inform and advise women of their rights and to provide them with every other type of assistance. Accordingly, the awareness of the mass communication media should be heightened so that they may offer their broad co-operation through public education programmes. Non-governmental organizations can and should be encouraged to play similar roles with regard to women. In this context, special attention should be paid to the women of rural areas, whose problem is most acute.

41. Efforts to widen opportunities for women to participate in development and to eliminate discrimination against them will require a variety of measures and action by society at large through its governmental machinery and other institutions.

42. While some of the measures suggested could be carried out at minimum cost, implementation of this Plan will require a redefinition of certain priorities and a change in the pattern of government expenditure. In order to ensure adequate allocation of funds, Governments should explore all available sources of support which are acceptable to Governments and in accordance with Governments' goals.

43. Special measures should also be envisaged to assist Governments whose resources are limited in carrying out specific projects or programmes. The Fund for International Women's Year established under Economic and Social Council resolution 1851 (LVI) of 16 May 1974, in addition to multilateral and bilateral assistance, which is vital for the purpose, should be extended provisionally pending further consideration as to its ultimate disposition in order to assist Governments whose resources are limited in carrying out specific programmes or projects. Women in countries holding special financial responsibilities entrusted by the United Nations and its specialized agencies with a view to assisting developing countries are called upon to make their contribution to the implementation of the goals set in connexion with the governmental assistance earmarked for improving the status of women, especially of those in the under-developed States.

44. It is recognized that some of the objectives of this Plan have already been achieved in some countries, while in others they may only be accomplished progressively. Moreover, some measures by their very nature will take longer to implement than others. Governments are therefore urged to establish short-, medium- and long-term targets and objectives to implement the Plan.

45. On the basis of this World Plan of Action, the United Nations Secretariat should elaborate a two-year plan of its own, containing several most important objectives, directed towards the implementation of the World Plan of Action under the current control of the Commission on the Status of Women and the over-all control of the General Assembly.

46. The achievement of the following should be envisaged as a minimum by the end of the first five-year period (1975-1980):

(a) Marked increase in literacy and civic education of women, especially in rural areas;

(b) The extension of co-educational technical and vocational training in basic skills to women and men in the industrial and agricultural sectors;

(c) Equal access at every level of education, compulsory primary school education and the measures necessary to prevent school drop-outs.

(d) Increased employment opportunities for women, reduction of unemployment and increased efforts to eliminate discrimination in the terms and conditions of employment;

(e) The establishment and increase of the infrastructural services required in both rural and urban areas;

(f) The enactment of legislation on voting and eligibility for election on equal terms with men, equal opportunity and conditions of employment including remuneration, and on equality in legal capacity and the exercise thereof;

(g) Encouragement of a greater participation of women in policy-making positions at the local, national and international levels;

(h) Increased provision for comprehensive measures for health education and services, sanitation, nutrition, family education, family planning and other welfare services;

(i) Provision for parity in the exercise of civil, social and political rights such as those pertaining to marriage, citizenship and commerce;

(j) Recognition of the economic value of women's work in the home in domestic food production and marketing and voluntary activities not remunerated;

(k) The direction of formal, non-formal and life-long education towards the re-evaluation of the man and woman, in order to ensure their full realization as an individual in the family and in society;

(l) The promotion of women's organizations as an interim measure within workers' organizations and educational, economic and professional institutions;

(m) The development of modern rural technology, cottage industry, pre-school day centres, time-and-energy-saving devices so as to help reduce the heavy work load of women, particularly those living in rural sectors and for the urban poor and thus facilitate the full participation of women in community, national and international affairs;

(n) The establishment of interdisciplinary and multisectoral machinery within the government for accelerating the achievement of equal opportunities for women and their full integration into national life.

47. These minimum objectives should be developed in more specific terms in regional plans of action.

48. The active involvement of non-governmental women's organizations in the achievement of the goals of the 10-year World Plan of Action at every level especially by the effective utilization of volunteer experts and in the setting and running of institutions and projects for the welfare of women and in the dissemination of information for their advancement.

## II. SPECIFIC AREAS FOR NATIONAL ACTION

49. The specific areas included in this chapter of the Plan have been selected because they are considered to be key areas for national action. They should not be viewed in isolation, however, as they are all closely interrelated and the guidelines proposed should be implemented within the framework of integrated strategies and programmes.

### A. International co-operation and the strengthening of international peace

50. An essential condition for the maintenance and strengthening of international co-operation and peace is the promotion and protection of human rights for all in conditions of equity among and within nations. In order to involve more women in the promotion of international co-operation, the development of friendly relations among nations, in the strengthening of international peace and disarmament, and the combating of colonialism, neo-colonialism, foreign domination and alien subjugation, apartheid and racial discrimination, the peace efforts of women as individuals and in groups, and in national and international organizations should be recognized and encouraged.

51. Women of all countries of the world should proclaim their solidarity in support of the elimination of gross violations of human rights condemned by the United Nations and contrary to its principles involving acts against the moral and physical integrity of individuals or groups of individuals for political or ideological reasons.

52. The efforts of intergovernmental and non-governmental organizations having as their aim the strengthening of international security and peace and the development of friendly relations among nations and the promotion of active co-operation among States should be supported, and women should be given every encouragement to participate actively in the endeavours of those organizations.

53. The United Nations should proclaim a special day to be devoted to international peace and celebrated every year, nationally and internationally. Meetings and seminars should be organized for this purpose by interested individuals and groups, with wide coverage in the press and other communications media. Women should lend their full support to these objectives and explore, as co-equals with men, ways to overcome existing obstacles to international co-operation, the development of friendly relations among nations, and the strengthening of international peace. However, it must be emphasized that peace is a matter for constant vigilance and not only for a one-day observance.

54. The free flow of information and ideas among countries should be facilitated, with due regard for national sovereignty and the principles of international law; the exchange of visits between women of different countries to study common problems should be promoted. Educational, cultural, scientific and other exchange programmes should be expanded and new forms developed in order to facilitate mutual understanding among peoples, particularly the young, and develop friendly relations and active co-operation among States. For these purposes the mass communications media should be utilized fully.

55. Women and men should be encouraged to instill in their children the values of mutual respect and understanding for all nations and all peoples, racial equality, sexual equality, the right of every nation to self-determination and the desire to maintain international co-operation, peace and security in the world.

56. Women should have equal opportunity with men to represent their countries in all international forums where the above questions are discussed, and in particular at



meetings of the organizations of the United Nations system, including the Security Council and all conferences on disarmament and international peace, and other regional bodies.

#### B. Political participation

57. Despite the fact that, numerically, women constitute half the population of the world, in the vast majority of countries only a small percentage of them are in positions of leadership in the various branches of government. Consequently, women are not involved in the decision-making and their views and needs are often overlooked in planning for development. As the majority of women do not participate in the formulation of development plans and programmes, they are frequently unaware of their implications and less inclined to support their implementation and the changes the programmes seek to bring about. Many women also lack the education, training, civic awareness and self-confidence to participate effectively in political life.

58. A major objective of this Plan is to ensure that women shall have, in law and in fact, equal rights and opportunities with men to vote and to participate in public and political life at the national, local and community levels, and that they shall be made aware of their responsibilities as citizens and of the problems affecting society and affecting them directly as women.

59. Participation in political life implies participation as voters, lobbyists, elected representatives, trade-unionists and public officials in the various branches of government, including the judiciary.

60. Where legislation does not exist guaranteeing women the right to vote, to be eligible for election and to hold all public offices and exercise public functions on equal terms with men, every effort should be made to enact it by 1976.

61. Where special qualifications for holding public office are required, they should apply to both sexes equally and should relate only to the expertise necessary for performing the specific functions of the office.

62. Governments should establish goals, strategies and time-tables for increasing within the decade 1975-1985 the number of women in elective and appointive public offices and public functions at all levels.

63. Special efforts to achieve these objectives could include:

(a) The reaffirmation of, and wide publicity for, the official policy concerning the equal political participation of women;

(b) The issuance of special governmental instructions for achieving an equitable representation of women in public office, and the compilation of periodic reports on the number of women in the public service, and levels of responsibility in the areas of their work;

(c) The organization of studies to establish the levels of economic, social and political competence of the female compared to the male population for recruitment, nomination and promotion;

(d) The undertaking of special activities for the recruitment, nomination and promotion of women, especially to fill important positions, until equitable representation of the sexes is achieved.

64. Special efforts and campaigns should be initiated to enlighten the female electorate on political issues and on the need for their active participation in public affairs, including political parties and other political organizations such as pressure groups.

65. Educational and informational activities should also be undertaken to enlighten the public at large on the indispensable role of women in the political processes, and on the need to promote their greater political participation and leadership.

66. Special drives should be undertaken to encourage the increased participation of women and girls in rural, community and youth development programmes, and in political activities, and to facilitate their access to training for leadership in such programmes.

### C. Education and training

67. Access to education and training is not only a basic human right recognized in many international instruments, it is also a key factor for social progress and in reducing the gaps between socio-economic groups and between the sexes. In many countries girls and women are at a marked disadvantage. This not only constitutes a serious initial handicap for them as individuals and for their future position in society; it also seriously impedes the effectiveness of their contribution to development programmes and the development process itself.

68. Illiteracy and lack of education and training in basic skills are some of the causes of the vicious circle of underdevelopment, low productivity and poor conditions of health and welfare. In a great many countries illiteracy is much more widespread among women than among men, and the rates are generally higher in rural than in urban areas.

69. In most countries female enrolment at all levels of education is considerably below that of men. Girls tend to drop out of school earlier than boys. Boys are given precedence over girls when parents have to make a choice if education is not free. There is often discrimination in the nature and content of the education provided and in the options offered. Girls' choices of areas of study are dominated by conventional attitudes, concepts and notions concerning the respective roles of men and women in society.

70. As long as women remain illiterate and are subject to discrimination in education and training, the motivation for change so badly needed to improve the quality of life for all will fail, for in most societies it is the mother who is responsible for the training of her children during the formative years of their lives.

71. Governments should provide equal opportunities for both sexes at all levels of education and training within the context of lifelong education, and on a formal and non-formal basis, according to national needs.

72. The measures taken should conform to the existing international standards and, in particular, to the Convention and Recommendation against Discrimination in Education, 1960, and to the revised Recommendation concerning Technical and Vocational Education, 1974, of the United Nations Educational, Scientific and Cultural Organization.

73. Educational, training and employment strategies should be co-ordinated and based on population projections. The content and structure of education should be such as to ensure its relevance to the present and future needs of the communities concerned,

taking into account their own culture and the advances made through technical and scientific developments. It should also seek to prepare the individual adequately for an active civic and family life and for responsible parenthood.

74. Target dates should be established for the eradication of illiteracy, and high priority given to programmes for women and girls between the ages of 16 and 25 years.

75. The acquisition of literacy should be promoted as an integral part of other kinds of learning activities of direct interest and value to the daily lives of the people. Parallel with the efforts of Governments, all social institutions, such as co-operatives, voluntary organizations and enterprises, should be fully utilized to overcome illiteracy.

76. Voluntary task forces, especially of young persons, could be established to teach literacy, numbers, nutrition and methods of food preservation during vacations or periods of national service. Such task forces should include both women and men with expertise in the skills needed. The volunteers could also train local personnel to become trainers, thus expanding the available task forces.

77. Integrated or special training programmes should be developed for girls and women in rural areas to enable them to participate fully and productively in economic and social development and to take advantage of technological advances and thereby reduce the drudgery of their daily lives. Such programmes should include training in modern methods of agriculture and use of equipment, co-operatives, entrepreneurship, commerce, marketing, animal husbandry and fisheries, and in health, nutrition, family planning and education.

78. Free and compulsory primary education for girls and boys without discrimination should be provided and effectively enforced as quickly as possible. Every effort should also be made to provide textbooks, school lunches transport and other essentials, wherever possible free of charge.

79. In order to assist in overcoming high drop-out rates among school-age girls and to enable women to participate in literacy and basic skills, programmes, inexpensive child-care and other arrangements should be organized to coincide with school or training hours to free women and girls from confining domestic work.

80. Special programmes for continuing education on a part-time basis should be arranged to ensure retention of what has been learned at school and to assist women in their family, vocational and professional activities.

81. Programmes, curricula and standards of education and training should be the same for males and females. Courses for both sexes, in addition to general subjects, should include industrial and agricultural technology, politics, economics, current problems of society, responsible parenthood, family life, nutrition and health.

82. Textbooks and other teaching materials should be re-evaluated and, where necessary, rewritten to ensure that they reflect an image of women in positive and participatory roles in society. Teaching methods should be revised, wherever necessary, to make sure that they are adapted to national needs and to promote changes in discriminatory attitudes.

83. Research activities should be promoted to identify discriminatory practices in education and training and to ensure educational equality. New teaching techniques should be encouraged, especially audio-visual techniques.

84. Co-education and mixed training groups should be actively encouraged and should provide special guidance to both sexes in orienting them towards new occupations and changing roles.

85. Widely diversified existing and new vocational programmes of all types should be equally accessible to both sexes, enabling girls and boys to have a wide choice of employment opportunities, including those which require higher skills, and to match national needs with job opportunities. Both sexes should have equal opportunities to receive scholarships and study grants. Special measures should be developed to assist women who wish to return to work after a comparatively long absence, owing in particular to family responsibilities. Multipurpose training centres could be established in rural and urban areas to provide education and training in various techniques and disciplines and to encourage a self-reliant approach to life.

86. Girls and boys alike should be encouraged through vocational and career guidance programmes to choose a career according to their real aptitudes and abilities rather than on the basis of deeply ingrained sex stereotypes. They should also be made aware of the education and training required to take full advantage of the employment opportunities available.

87. Informational and formal and non-formal educational programmes should be launched to make the general public, parents, teachers, counsellors and others aware of the need to provide girls with a solid initial education and adequate training for occupational life and ample opportunities for further education and training. Maximum use should be made of the mass communications media, both as a tool for education and as a means for effecting changes in community attitudes.

#### D. Employment and related economic roles

88. This Plan seeks to achieve equality of opportunity and treatment for women workers and their integration in the labour force in accordance with the accepted international standards recognizing the right to work, to equal pay for equal work, to equal conditions of work and to advancement.

89. Available data show that women constitute more than a third of the world's economically active population and approximately 46 per cent of women of working age (15 to 64 years) are in the labour force. Of these, an estimated 65 per cent are to be found in the developing countries and 35 per cent in the more developed regions. These data, together with the many economic activities of women that are not now included in the official statistics (see chap. III, below) demonstrate that women's contribution to the national economy and development is substantial and has not been fully recognized. Further, the occupations in which most women workers are concentrated are not the same as those in which most men are employed. The vast majority of women are concentrated in a limited number of occupations at lower levels of skill, responsibility and remuneration. Women frequently experience discrimination in pay, promotion, working conditions and hiring practices. Cultural constraints and family responsibilities further restrict their employment opportunities. Where job opportunities are severely limited and widespread unemployment exists, women's chances of obtaining wage-earning employment are in practice further reduced, even where policies of non-discrimination have been laid down.

90. Governments should formulate policies and action programmes expressly directed towards equality of opportunity and treatment for women workers and the guarantee of their right to equal pay for equal work. Such policies and programmes should be in conformity with the standards elaborated by the United Nations and the International Labour Organisation. They should include legislation stipulating the principle of

non-discrimination on the grounds of sex or marital status, guidelines for implementing the principles, appeals procedures, and effective targets and machinery for implementation.

91. Special efforts should be made to foster positive attitudes towards the employment of women, irrespective of marital status, among employers and workers and among women and men in society at large, and to eliminate obstacles based on sex-typed divisions of labour.

92. In attempting to achieve gainful employment for women and to deal with problems of unemployment and underemployment, special efforts should be made to create a variety of economic roles and to encourage and support self-employment and self-help activities, especially in rural areas. Existing self-help activities should be encouraged and strengthened through the participation of women.

93. Governments should seek new sources of self-help activities, such as training programmes in community development and entrepreneurial skills, which should be open on an equal basis to both sexes.

94. In order to extend women's range of economic roles, co-operatives and small-scale industries could be developed and encouraged with the necessary help and support of government. Where co-operatives already exist, women should be encouraged to take an active part in them. New co-operatives and, where appropriate, women's co-operatives should be organized, especially in areas where women play a major role, such as food production, marketing, housing, nutrition and health. Co-operatives may also be the most appropriate and feasible arrangement for child-care and could also provide employment opportunities.

95. Essential to the effective implementation of such programmes is the provision of adequate training in co-operatives and entrepreneurial skills, access to credit and necessary seed capital for improved tools, assistance with marketing, the provision of adequate rural social services and amenities, decentralized development of towns in rural areas and basic infrastructural arrangements, such as child-care arrangements, transportation and conveniently situated water supplies.

96. Special efforts should be made to increase the participation of rural women in the formulation of national plans for integrated rural development. Policies and programmes for rural development should take into account the creation of employment opportunities along with other essential related components, such as projects for diversification, import substitution and expansion of rural activities for farming, forestry, fisheries, animal husbandry and agro-industries.

97. Specific target dates should be established for achieving a substantial increase in the number of qualified women employed in skilled and technical work.

98. Special efforts should also be made to increase the number of women in management and policy-making in commerce, industry and trade.

99. Access to skills and the provision of institutional and on-the-job training should be open to women in the same way and on the same conditions as to men so as to make them equally eligible for promotion.

100. Governments, employers and trade unions should ensure to all women workers the right to maternity protection, including maternity leave with a guarantee of returning to their former employment, and to nursing breaks, in keeping with the principles laid

down in the International Labour Organisation Convention concerning maternity protection (revised) and Recommendation, 1952. Provisions relating to maternity protection should not be regarded as unequal treatment of the sexes.

101. Special attention should be given to the need for multilateral approaches to facilitate the combination of family and work responsibilities. These could include: a general reduction and/or staggering of working hours; flexible working hours; part-time work for women and men; child-care facilities and child-care leave systems to assist parents to take care of their children; communal kitchens; and various kinds of facilities to help them discharge household tasks more easily. Governments and trade unions should ensure that the economic and social rights of part-time workers are fully protected.

102. Protective legislation applying to women only should be reviewed in the light of scientific and technological knowledge, and should be revised, repealed or extended to all workers as necessary.

103. Minimum wages, which play an important role in the improvement of working conditions of women, should be enforced and made applicable to cottage industries and domestic work.

104. Special measures should also be taken to eliminate the exploitation of female labour, in particular that of young girls, wherever it exists.

105. Discriminatory treatment of women in national social security schemes should be eliminated to the maximum extent. Women workers should be covered equally with men by all aspects of such schemes.

106. Governments should encourage and stimulate concerted efforts, in particular on the part of employers' and workers' organizations, to bring about a marked improvement in the position of women in employment and should co-operate with all voluntary organizations concerned with the status of women workers in economic life and in society as a whole.

107. Trade unions should adopt policies to increase the participation of women in their work at every level, including the higher echelons. They should have special programmes to promote equality of opportunity for jobs and training for women workers and leadership training for women. They should play a leading role in developing new and constructive approaches to problems faced by workers, paying special attention to the problems of women workers.

#### E. Health and nutrition

108. While everyone has an undeniable right to health, conditions in many countries, and especially in rural areas, have often precluded the actual enjoyment by women of this right equally with men. The situation becomes more accentuated in societies with considerable shortages of health personnel and facilities and constitutes a high cost to the family, society and development by impairing the productivity of women. Women also need special care during pregnancy, delivery and lactation.

109. Adequate nutrition is of fundamental importance for the full physical and mental development of the individual, and women have a vital role to play in this area in the production, preparation, processing and consumption of food. When food is scarce women often experience a greater degree of malnutrition than men, either because they deprive themselves for the sake of their families or because society places a lesser value on women.

110. Improved access to health, nutrition and other social services is essential to the full participation of women in development activities, to the strengthening of family life, and to a general improvement in the quality of life. To be fully effective, these services should be integrated into over-all development programmes with priority being given to rural areas.

111. Governments should ensure adequate investments in public health programmes, especially in rural areas.

112. Comprehensive simple community health services could be developed in which the community identifies its own health needs, takes part in decisions on delivery of health care in different socio-economic contexts, and develops primary health care services that are easily accessible to every member of the community. Women themselves, especially in rural areas, should be encouraged, through adequate training programmes, to provide such health care services to their communities. Provision should be made to ensure that women shall have the same access to that care as men. Travelling clinics and medical teams should make periodic visits to all communities.

113. Within the context of general health services, Governments should pay particular attention to women's special health needs by provision of: pre-natal and post-natal and delivery services; gynaecological and family planning services during the reproductive years; comprehensive and continuous health services directed to all infants, pre-school children and school children, without prejudice on grounds of sex; specific care for pre-adolescent and adolescent girls and for the post-reproductive years and old age, and research into the special health problems of women. Basic health services should be reinforced by the use of qualified medical and paramedical personnel.

114. Programmes should be formulated for the reduction of infant, child and maternal mortality by means of improved nutrition, sanitation, maternal and child health care and maternal education.

115. Education programmes should be developed to overcome prejudices, taboos and superstitions that prevent women from using existing health facilities. Special efforts should be made to inform the urban poor and rural women about existing medical facilities.

116. Within the context of a massive programme of health education and services, courses in health education, maternal and child care could be organized in rural and urban neighbourhoods, and women should be actively encouraged to participate. These classes should be advertised by the communication media and by all existing social networks. They should include information about what medical facilities are available, and how to reach them. Physicians should periodically conduct physical examinations of the participants in as many of these classes as possible.

117. In view of the importance of women not only as users but as providers of health care, steps should be taken to incorporate them as fully informed and active participants in the health-planning and decision-making process at all levels and in all phases. Efforts should be made to encourage women to participate actively in community efforts to provide primary health care and improve coverage. Women should also be trained as paramedics and encouraged to organize health co-operatives and self-help programmes. Recruitment and training should be undertaken at the village level to prepare villagers as health workers to provide basic health services for their community.

118. Women should have the same right of access as men to any training establishment or course for any health profession and to continue to the highest levels. Practices which exclude women from certain health professions on traditional, religious or cultural grounds should be abolished.

119. Improved, easily accessible, safe water supplies (including wells, dams, catchment piping etc.), sewage disposal and other sanitation measures should be provided both to improve health conditions of families and to reduce the burden of carrying water which falls mainly on women and children.

120. In national food and nutrition policies Governments should give priority to the consumption by the most vulnerable groups in the population (adolescent girls, pregnant and lactating women, and young children) of certain types of food produce, such as milk and milk products, and especially nutritious foods. The practice of breast feeding and good feeding practices for the weaning period should be encouraged. Supplementary food programmes for mothers and children at imminent risk of malnutrition should be introduced. Nutritional deficiencies should be prevented through fortification of staples or other widely consumed foods or by direct distribution of the deficient nutrients.

121. Techniques and equipment for food processing, preservation and conservation at the local village level should be improved and made available to rural women. Co-operatives for the production, quality improvement and distribution of food should be organized to give impetus to this effort and, where appropriate, campaigns to educate the consumer should be organized.

122. Opportunities should be created for women to contribute more efficiently to the production of proper types of food through vegetable gardens in rural and urban areas and through the provision of better tools, seeds and fertilizer. Girls and boys should also be encouraged to grow food in school gardens to supplement daily school meal programmes.

123. Campaigns on nutrition education should be launched through the communications media to explore the most effective techniques for introducing previously unacceptable nutritious foods into the daily diets of people. These campaigns should also inform women how to use the family income most economically towards the purchase of more nutritious foods and to eliminate wastage of food. The exchange of experience on effective nutrition programmes through seminars, informal visits and publications should be arranged.

#### F. The family in modern society

124. The institution of the family, which is changing in its economic, social and cultural functions, should ensure the dignity, equality and security of each of its members, and provide conditions conducive to the balanced development of the child as an individual and as a social being.

125. In the total development process the role of women, along with men, needs to be considered in terms of their contribution to the family as well as to society and the national economy. Higher status for this role in the home - as a parent, spouse and homemaker - can only enhance the personal dignity of a man and a woman. Household activities that are necessary for family life have generally been perceived as having a low economic and social prestige. All societies should, however, place a higher value on these activities if they wish the family group to be maintained and to fulfil its basic functions of the procreation and education of children.



126. The family is also an important agent of social, political and cultural change. If women are to enjoy equal rights, opportunities and responsibilities, and contribute on equal terms with men to the development process, the functions and roles traditionally allotted to each sex within the family will require continual re-examination and reassessment in the light of changing conditions.

127. The rights of women in all the various forms of the family, including the nuclear family, the extended family, consensual union and the single-parent family, should be protected by appropriate legislation and policy.

128. Legislation relating to marriage should be in conformity with international standards. In particular it should ensure that women and men shall have the same right to free choice of a spouse and to enter into marriage only with their free and full consent. A minimum age for marriage should be fixed by law and be such as to provide a sufficient period of education for girls and boys, but particularly girls, to enable them to complete their education and develop their potentialities prior to marriage. Official registration of marriages should be made compulsory.

129. All institutions and practices which infringe these rights should be abolished, in particular, child marriage and the inheritance of widows.

130. Legislative and other measures should be taken to ensure that men and women shall enjoy full legal capacity and the exercise thereof relating to their personal and property rights, including the right to acquire, administer, enjoy, dispose of and inherit property (including property acquired during marriage). Limitations, where such exist, should apply to both partners alike. During marriage the principle of equal rights and responsibilities would mean that both partners should perform an active role in the home, taking into account the importance of combining home and work responsibilities, and share jointly decision-making on matters affecting the family and children. At the dissolution of marriage, this principle would imply that procedures and grounds of dissolution of marriage should be liberalized and apply equally to both spouses; assets acquired during marriage should be shared on an equitable basis; appropriate provisions should be made for the social security and pension coverage of the work contributed by the homemaker; and decisions relating to the custody of children should be taken in consideration of their best interests.

131. In order to assist in the solution of conflicts arising among members of the family, adequate family counselling services should be set up wherever possible and the establishment of family courts staffed with personnel, including women, trained in law as well as in various other relevant disciplines should be considered.

132. Programmes of education for personal relationships, marriage and family life, health, including psycho-sexual development, should be integrated into all school curricula at appropriate levels and into programmes for out-of-school education, to prepare young people of both sexes for responsible marriage and parenthood. These programmes should be based on the ideals of mutual respect and shared rights and responsibilities in the family and in society. Child-rearing practices within each society should be examined with a view to eliminating customs that encourage and perpetuate ideas about superiority or inferiority on the basis of sex.

133. In recognition of the growing number of single-parent families, additional assistance and benefits, wherever possible, should be provided for them. The unmarried mother should be granted full-fledged status as a parent, and children born out of wedlock should have the same rights and obligations as children born in wedlock. Special nursing homes and hostels should be established for married and unmarried mothers, before and after delivery.

134. Social security programmes should, to the maximum extent, include children and family allowances in order to strengthen the economic stability of family members. Cross-cultural studies might be undertaken of the influence upon the condition of women in the family and in society of family and children's allowances and benefits, motherhood awards and similar measures.

#### G. Population

135. Social, economic and demographic factors are closely interrelated, and change in one or more invariably involves changes in others. The status of women is both a determinant and a consequence of these various factors. It is inextricably linked with both the development process and the various components of demographic change: fertility, mortality and migration (international and internal and the latter's concomitant, urbanization).

136. The status of women and, in particular, their educational level, whether or not they are gainfully employed, the nature of their employment, and their position within the family are all factors that have been found to influence family size. Conversely, the right of women to decide freely and responsibly on the number and spacing of their children and to have access to the information and means to enable them to exercise that right has a decisive impact on their ability to take advantage of educational and employment opportunities and to participate fully in community life as responsible citizens.

137. The exercise of this right and the full participation of women in all aspects of national life are closely interrelated with such crucial demographic variables as age at marriage, age at birth of first child, the length of interval between births, age at termination of child-bearing, and total number of children born.

138. The hazards of child-bearing, characterized by too many pregnancies, pregnancies at too early or too late an age and at too close intervals, inadequate pre-natal, delivery and postnatal care and resort to illegally induced abortions, result in high rates of maternal mortality and maternity-related morbidity. Where levels of infant and early childhood mortality as well as of foetal mortality are high, their reduction - a desirable end in itself - may also be a prerequisite of the limitation of the number of pregnancies that the average woman will experience, and of the society's adoption of a smaller ideal family size where this is a desired goal. Fewer pregnancies may be more easily achieved when there is a reasonable expectation that children born will survive to adulthood.

139. In some parts of the world, urbanization involves mainly a migration of young men; in other parts, young women constitute the major component in the rural-to-urban migratory stream. Such situations partly reflect differences in women's opportunities to work in either urban or rural occupations, and these are related to cultural variations in the acceptance of women in diverse roles. While differences in women's social status are among the causes of diverse sex selections in the migration to cities and towns, the consequences of such selective migration are to be found in resulting sex imbalances, in both the urban and the rural population. These population imbalances can be detrimental to individual and family welfare and to the stability of either urban or rural residence. Just over half of the total female population of the world currently resides in rural areas of developing countries. In the light of the particular demographic, economic and social problems of rural communities in these regions, special development efforts are required.

140. This Plan endorses the recommendations of the World Population Plan of Action, especially those relating to the status of women.

141. In the elaboration and execution of population policies and programmes, within the framework of over-all development, Governments are urged to pay particular attention to measures designed to improve the situation of women, especially with regard to their educational and employment opportunities, conditions of work, and the establishment and enforcement of an appropriately high minimum age at marriage.

142. While States have a sovereign right to determine their own population policies, individuals and couples should have access, through an institutionalized system, to the information and means that will enable them to determine freely and responsibly the number and spacing of their children and to overcome sterility. All legal, social or financial obstacles to the dissemination of family planning knowledge, means and services should be removed. Every effort should be made to improve knowledge and identification of the causes of involuntary sterility, subfecundity and congenital birth defects and to secure their reduction.

143. Family planning programmes should direct communication and recruitment efforts towards women and men equally, since successful fertility regulation requires their mutual understanding and co-operation. This policy would enable women to exercise equally with men their right to decide how many children they will bear and the timing of the births. Attainment of these goals requires the development of means of contraception and birth control that will be both efficient and compatible with cultural values prevailing in different societies. Family planning programmes should be integrated and co-ordinated with health, nutrition and other services designed to raise the quality of family life.

144. Governments should make concerted efforts systematically to ameliorate conditions of mortality and morbidity as part of the development process, and pay particular attention to the reduction of those risks that especially affect the health of women.

145. Policies and programmes to improve the status of women and to enable them to contribute fully to social and economic development must take into account migration and the ways in which it affects the family and working lives of women.

146. Both the causes and the consequences of varied modes of urbanization should be examined carefully, so as to yield the information needed to devise appropriate social policies, especially those designed to meet the varying needs of women.

147. Rural development programmes, including the creation of suitable industrial and employment opportunities, should be initiated or expanded to reduce the migration to urban areas and its attendant problems. Decentralization of education and health facilities to rural areas should also be promoted, as an aid to lowering rural rates of illiteracy, mortality and fertility, which have traditionally been higher than those in urban communities. These measures would bring rural women into greater contact with the mainstream of national life and release opportunities for their contribution to the progress and prosperity of their country.

## II. Housing and related facilities

148. The majority of women still spend more of their time in and around the house than do men; thus, the improvement of the house, its related facilities and its neighbourhood will bring about a direct improvement in their daily lives. In addition to the considerations of health and comfort, well-designed and suitably furnished houses

and related facilities, as well as neighbourhoods, offer comparative relief from monotony and drudgery, making easier the pursuit of other interests and activities, and bringing women's lives closer to the demands of human dignity.

149. Legislative and other measures should be taken to guarantee that the views and needs of women are taken into account in the planning and design of urban and housing development as well as human settlements.

150. The design of the house should take into account the needs of the entire family, especially the women and children. Use of the following should be encouraged: (a) building materials that require minimal or no maintenance; (b) equipment and appliances that do not present safety hazards; (c) labour-saving interior finishes and surfaces conducive to comfort and hygiene; (d) furniture that is movable, storable and easily replaceable; and (e) where feasible and appropriate, an area for women to undertake activities such as reading, sewing and weaving (in some societies this may be a communal space to increase social cohesion).

151. In the projection of the house into a neighbourhood, designs should provide for services and utilities and neighbourhood facilities that respond, inter alia, to the expressed needs of women, and reduce labour as well as travel for vital needs such as water, food, fuel and other necessities.

152. In the design of a network of neighbourhoods, consideration should be given to accessibility of neighbourhood centres for the women and children.

153. Training and orientation courses should be organized in the use of new facilities made available to women, as well as in various aspects of home ownership and maintenance.

#### I. Other social questions

154. Social services play a crucial role in anticipating social problems deriving from rapid modernization and industrialization and in reducing the need for remedial measures at a later stage. Women are usually affected by these social problems to a greater extent than men, especially in the initial stages of the development process.

155. Governments should therefore encourage the development of social services as a useful tool in mobilizing human and technical resources for the benefit of all marginal and social groups, bearing in mind the contribution that non-governmental organizations can offer.

156. Special efforts should be made to provide for the needs of migrant women whether from rural areas or from abroad, and for women workers and their families who live in urban slums and squatter settlements. Training, job counselling, child-care facilities, financial aid and, where necessary, language training and other forms of assistance should be provided.

157. Special attention should also be given to the needs of elderly women, who frequently receive less protection and assistance than men. They predominate numerically in the age group of 50 years and over, and many are indigent and in need of special care.

158. In the area of the prevention of crime and treatment of offenders, special attention should be paid to female criminality, which is increasing in many parts of the world, and to the rehabilitation of female offenders, including juvenile delinquents

and recidivists. Research in this field should include study of the relationship between female criminality and other social problems brought about by rapid social change.

159. Specific legislative and other measures should be taken to combat prostitution and the illicit traffic in women, especially young girls. Special programmes, including pilot projects, should be developed in co-operation with international bodies and non-governmental organizations to prevent such practices and rehabilitate the victims.

160. Governments which have not already done so should ratify or accede to the United Nations Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others. 5/

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5/ General Assembly resolution 317 (IV) of 2 December 1949.

### III. RESEARCH, DATA COLLECTION AND ANALYSIS

161. This Plan gives high priority to national, regional and international research activities, and to data collection and analysis on all aspects of the situation of women, since adequate data and information are essential in formulating policies and evaluating progress and in effecting attitudinal and basic social and economic change.

162. A major difficulty in assessing the economic contribution of women at the present time is lack of or incomplete data and indicators to measure their situation as it affects the process of development and is in turn affected by it.

163. Many women are automatically excluded from the economically active population in national statistics because they are homemakers only and homemaking is nowhere considered to be an economic activity. Another large group of women are erroneously classified as homemakers only because it is assumed that women have no economic activity and their status is therefore not carefully investigated. This occurs particularly in relation to women who, in addition to their homemaking activities, are also self-employed handicraft and other home industry workers or unpaid family workers in subsistence agriculture. Further, statistics on unemployment often present an inaccurate picture of the situation because they omit women who are not recognized as part of the economically active population (e.g., women classified as homemakers or housewives). They may, however, in fact be in need of and available for employment.

164. Among other data biased by preconceptions are those on heads of households or families, when it is assumed that a woman can be the head only in the absence of a man. Many households actually headed by women are therefore erroneously classified as having male heads.

165. Differences in these and other national statistical practices also make cross-country comparisons of data very difficult. In the non-market sector, for example, the distinction between economic and non-economic activities is seldom clear and the criteria used are often arbitrary and vary from country to country.

166. A scientific and reliable data base should be established and suitable economic and social indicators urgently developed which are sensitive to the particular situation and needs of women as an integral part of national and international programmes of statistics.

167. All census and survey data relating to characteristics of individuals (e.g., urban/rural residence, age, marital status, including consensual unions, literacy, education, income, level of skills and participation in both modern and traditional economic activities) and to household and family composition should be reported and analysed by sex.

168. In the collection of such data special efforts should be made to measure:

(a) The participation of women in local and national planning and policy-making in all sectors of national life;

(b) The extent of women's activities in food production (cash crop and subsistence agriculture), in water and fuel supply, in marketing, and in transportation;

(c) The economic and social contribution of housework and other domestic chores, handicrafts and other home-based economic activities;

(d) The effect on the national economy of women's activities as consumers of goods and services;

(e) The relative time spent on economic and household activities and on leisure by girls and women compared to boys and men;

(f) The quality of life (e.g., job satisfaction, income situation, family characteristics and use of leisure time).

169. The United Nations system should extend the scope of its standards for data collection, tabulation and analysis to take the above recommendations into account. National statistical offices should adhere to the standards established by the United Nations and its specialized agencies.

170. The United Nations should prepare an inventory of social and economic indicators relevant to the analysis of the status of women as soon as possible and not later than 1980, in co-operation with the interested specialized agencies, the United Nations Research Institute for Social Development, the regional commissions and other relevant bodies.

171. This Plan gives high priority also to cross-cultural studies, especially of the causes of discriminatory customs, practices, attitudes and beliefs, which impede women's contribution to the development process, and of the mechanisms of change.

172. Research oriented towards specific country and regional problems should be made by competent women and men acquainted with specific national and regional conditions.

173. The wide exchange of information and research findings should be promoted and maximum use made of existing national and regional research institutes and universities, including the United Nations University, the United Nations Institute for Training and Research, the United Nations Research Institute for Social Development and the United Nations Social Defence Institute. A network of such institutes and universities should be built up to facilitate the regular exchange of information and knowledge in co-operation with the United Nations.

#### IV. MASS COMMUNICATION MEDIA

174. A major obstacle in improving the status of women lies in public attitudes and values regarding women's roles in society. The mass communication media have great potential as a vehicle for social change and could exercise a significant influence in helping to remove prejudices and stereotypes, accelerating the acceptance of women's new and expanding roles in society, and promoting their integration into the development process as equal partners.
175. At the present time, the media tend to reinforce traditional attitudes, often portraying an image of women that is degrading and humiliating, and fail to reflect the changing roles of the sexes. They may also have harmful effects in imposing alien cultures upon different societies.
176. Mass communication media should be understood as encompassing not only radio, television, cinema, press (newspapers, periodicals, comic strips and cartoons), advertising, and public meetings and similar forums but also traditional types of entertainment such as drama, story telling, songs and puppet shows, which are essential for reaching the rural areas of many countries.
177. Governmental and non-governmental organizations should encourage and support national, regional and international research to determine the image of women and men portrayed by the media; and the negative and positive influences exercised by them in their various roles as conveyors of information, entertainers, educators and advertisers.
178. Governmental and non-governmental organizations should also take steps to ensure that information shall be provided on the current situation of women in various countries, with particular emphasis on the changing roles of both sexes.
179. Those in control of the media should seek to raise public consciousness with respect to these changing roles, and the serious concern that both women and men have about important issues that affect their families, communities and society at large. They should be urged to project a more dynamic image of women (as well as of men) and to take into account the diversity of women's roles and their actual and potential contribution to society.
180. They should depict the roles and achievements of women from all walks of life throughout history, including women in the rural areas and women of minority groups. They should also seek to develop in women confidence in themselves and in other women, and a sense of their own value and importance as human beings.
181. Women should be appointed in greater numbers in media management decision-making and other capacities, as editors, columnists, reporters, producers and the like, and should encourage the critical review, within the media, of the image of women projected.



## V. INTERNATIONAL AND REGIONAL ACTION

### A. Global action

182. The United Nations should proclaim the decade 1975-1985 as the United Nations Decade for Women and Development in order to ensure that national and international action shall be sustained throughout the period.

183. The decade and this Plan of Action call for a clear commitment on the part of the international community to accord importance and priority to measures to improve the situation of women, both as a means of achieving the goals of social progress and development and as an end in itself. The plan envisages that all organizations of the United Nations system should take separate and joint action to implement its recommendations, including the relevant United Nations organs and bodies, especially the regional commissions, the United Nations Children's Fund, the United Nations Development Programme, the United Nations Fund for Population Activities, the United Nations Industrial Development Organization, the United Nations Conference on Trade and Development, the United Nations Institute for Training and Research, and the specialized agencies. Their activities should be properly co-ordinated through the existing machinery, especially the Economic and Social Council and the Administrative Committee on Co-ordination. Each organization should evaluate what it has done to improve the status of women and enhance their contribution to development and identify the measures needed to implement this Plan.

184. International and regional intergovernmental organizations outside the United Nations system are also urged to develop programmes to implement this Plan and achieve the objectives of International Women's Year during the proposed decade.

185. International non-governmental organizations and their national affiliates should also act jointly and separately, within their particular spheres of interest, to give effect to the recommendations of the Plan within the 10-year period.

186. The Plan endorses programmes and strategies setting forth similar or related objectives; in particular, the International Development Strategy for the Second United Nations Development Decade, the Programme of Concerted International Action for the Advancement of Women, the Programme for the Decade for Action to Combat Racism and Racial Discrimination, the World Population Plan of Action, the recommendations of the World Food Conference, and the regional plans of action for the integration of women in development, adopted in 1974 for the regions of the Economic and Social Commission for Asia and the Pacific and the Economic Commission for Africa. 6/

187. Women should be fully involved in policy-making at the international level as well as the national level. Governments should make sure that they are equitably represented among the principal delegates to all international bodies, conferences and committees, including those dealing with political and legal questions, economic and social development, disarmament, planning, administration and finance, science and technology, the environment and population. The secretariats of the international organizations should set an example by eliminating any provisions or practices in their employment policies that may be discriminatory against women. They should also take all necessary measures to ensure that an equitable balance between men and women staff members shall be achieved before the end of the Second United Nations Development Decade, and establish goals, strategies and time-tables to achieve this end. The equitable balance should apply to all substantive areas, and to field posts where operational programmes are initiated and carried out.

6/ For the regional plans of action, see sect. C below.

188. International organizations should review the implications of the Plan in the context of their own existing and new programmes, and should make appropriate recommendations to their governing bodies on any revisions of their financial and administrative arrangements that may be required to implement the Plan.

189. International action should support existing programmes and expand their scope in the following main areas: (a) research, data collection and analysis (see chap. III above); (b) technical co-operation, training and advisory services, including co-ordination with national and regional activities of organizations within the United Nations system; (c) elaboration and ongoing review of international standards; (d) dissemination and exchange of information and liaison with non-governmental organizations and other groups; (e) review and appraisal, including monitoring of progress made in achieving the aims and objectives of the Plan; and (f) executive and management functions including over-all co-ordination with all the organizations of the United Nations system, and with the national and regional machinery referred to in the Plan.

## 2. Operational activities for technical co-operation

190. The United Nations Development Programme, the United Nations Fund for Population Activities, the United Nations Environment Programme, the United Nations specialized agencies, including the International Bank for Reconstruction and Development and the International Monetary Fund, the regional commissions, intergovernmental organizations, bilateral assistance agencies and foundations, and international and regional development banks and other international financial institutions, all carry out their work through projects that are highly specific in terms of the objectives to be reached, the resources to be employed, and the target areas and populations for which they are intended. Given the scope and diversity of the world-wide system of assistance agencies, action can be initiated in a large number of areas without delay once the needs are understood and diffused throughout the United Nations system.

191. A deliberate and large-scale effort should therefore be made to ensure that high priority and attention shall be given by Governments and the international community to programmes, projects and activities that give women the skills, training and opportunities necessary to improve their situation and enable them to participate fully and effectively in the total development effort.

192. Field surveys should be undertaken in each region to assist Governments and the international community by establishing the necessary data base to develop projects that will implement the objectives of the Plan.

193. All existing plans and projects should be scrutinized with a view to extending their sphere of activities to include women. New and innovative projects should also be developed to include women.

194. The following areas are of special importance:

(a) Integrated rural development. Special attention should be given to women's role as producers, processors and vendors of food, stressing the need for training women and girls. Training is especially needed in modern methods of farming, marketing, purchasing and sales techniques; basic accounting and organizational methods; fundamentals of hygiene and nutrition; training in crafts and co-operatives;

(b) Health, reproduction and growth and development, including family health and child health, family planning, nutrition and health education;

(c) Education and training at all levels and in all sectors related to the creation of employment opportunities so that women can play an economic role;

(d) Youth projects, which should be examined to make sure that they include adequate emphasis on the participation of young women;

(e) Public administration, with the aim of preparing women to participate in development planning and policy-making, especially in middle- and higher-level posts.

195. The resident representatives of the United Nations Development Programme (UNDP) should play a key role in helping Governments to formulate requests for such assistance within the framework of country programming. Advisory services provided by the specialized agencies in the form of special consultants or task forces could also render assistance in the formulation of project requests. Periodic reviews should be initiated to suggest crucial areas where special support might be needed. Projects should be constantly reviewed and evaluated to determine their impact and success in improving the position of women.

196. Women should participate fully in planning and implementing UNDP country programmes and regional, interregional and global projects under the auspices of the United Nations and other international agencies. Governments should bear in mind the importance of including, in national planning organizations and other bodies responsible for public policy-making and management, persons with special competence in the subject of women's integration in development.

## 2. Formulation and implementation of international standards

197. The preparation of international conventions, declarations and formal recommendations, and the development of reporting systems and other procedures for their implementation are important elements of international programmes and should be continued.

198. High priority should be given to the preparation and adoption of the convention on the elimination of discrimination against women, with effective procedures for its implementation.

199. Studies should be undertaken by the appropriate organizations of the effectiveness of the implementation of existing instruments and periodic reviews made to determine their adequacy in the light of changing conditions in the modern world, and of experience gained since their adoption.

200. The need for the development of new standards in new fields of concern to women should be kept constantly under review in relation to the implementation of the present Plan. Appropriate research and studies should be undertaken to determine the need for such new standards.

## 3. Exchange of information and experience

201. The exchange of information and experience at the international level is an effective means of stimulating progress and encouraging the adoption of measures to eliminate discrimination against women and encourage their wider participation in all sectors of national life. Countries with different political, economic and social systems and cultures and at differing stages of development have benefited from the common knowledge of problems, difficulties and achievements and from solutions worked out jointly.

202. Effective international machinery should be established or existing bodies, such as the Commission on the Status of Women, utilized to afford women in all regions of the world the opportunity to support one another in mutual understanding of their national and local problems and fight for the elimination of all forms of discrimination and oppression.

203. Meetings and seminars, including those organized under the United Nations technical co-operation programme, which have proved to be most valuable in providing a regional and international exchange of information and experience, should be continued.

204. Educational and informational programmes supported by the international community should be developed and extended to make all sectors of the population aware of the international norms established, the goals and objectives of this Plan of Action, and the findings of research and data envisaged under the relevant chapter of the Plan.

205. Material documenting the situation of women in specific countries of the world should also be prepared and widely distributed. It should be issued in the form of a yearbook or almanac containing facts which should be maintained and kept up to date. Material should also be prepared and widely publicized on methods and techniques that have proved useful in promoting the status of women and integrating them into the process of development.

206. International organizations, both governmental and non-governmental, should strengthen their efforts to distribute information on women and related matters. This could be done through periodic publications on the situation of women, their changing roles and their integration into the development effort through the planning and implementation of policies, as well as through the utilization of communication media and aids, and the wide distribution of newsletters, pamphlets, visual charts and similar material on women.

#### B. Regional action

207. The regional commissions for Africa, Asia and the Pacific, Europe, Latin America and Western Asia should stimulate interest in the Plan and provide national Governments and non-governmental organizations with the technical and informational support they require to develop and implement effective strategies to further the objectives of the Plan in the regions. Where they have not already done so, the regional commissions should establish appropriate machinery for the purpose. This might include a regional standing committee of experts from countries of the region to advise the commission on its activities directed towards the integration of women in development in relation to those of Governments and other agencies in the region. The committee's functions could include the following:

(a) To initiate country studies and assist national institutions to identify the types of information needed for a proper understanding of the situation of women and the factors facilitating or limiting their advancement;

(b) To assist with the design and implementation of surveys for the collection of data and other information;

(c) To give leadership in the methods of reporting on the situation of women and in the development of indicators for assessing the progress made towards the goals of this Plan in conjunction with regional statistical bodies and international efforts to this end;

(d) To provide a clearing-house for the exchange of information which would facilitate co-ordination and mutual support between programmes for the advancement of women at various levels, and for the sharing of relevant experience among the countries of the region.

208. States members of the regional commissions, in requesting technical and financial assistance, should endeavour to raise the priority accorded to projects to enhance opportunities for women and increase recognition of the importance of these projects for over-all development in consultation with regional offices of the United Nations Development Programme.

209. The regional commissions should provide assistance to governmental and non-governmental organizations to identify needed action, develop policies, strategies and programmes for strengthening women's role in national development, and formulate requests for technical and financial assistance for such programmes. They should encourage training institutions in the region to expand their curricula to encompass topics related to the integration of women in development, and assist in the development of training programmes, particularly those whose initial aim is to increase women's potential for leadership and develop the cadres for formulating the programmes and implementing the activities indicated by this Plan.

210. The regional commissions should also promote technical co-operation between the countries of the region, utilizing the existing talent available. Trained women could, for example, offer short-term assistance to women in countries other than their own on a voluntary basis, or as part of a special task force. Special advisers should be attached to the regional field offices in order to strengthen the regional field structure and carry out more effectively the functions and aims described above. They could also seek to stimulate increased contributions of funds for financing programmes for the advancement of women from existing sources of multilateral and bilateral assistance, and to secure new sources of funds, including the establishment of revolving funds at the national and local levels.

211. In the implementation of the Plan, special efforts should be made by the commissions and other United Nations bodies having regional offices to co-ordinate their programmes with those of existing United Nations and other regional centres whose fields of competence relate to the aims of the Plan, such as centres for research and training in development planning, literacy, social welfare, social defence, employment, health and nutrition and community development.

212. Regional development banks such as the African Development Bank, the Asian Development Bank and the Inter-American Development Bank as well as subregional banks, such as the Central American Bank for Economic Integration and the East African Development Bank, and bilateral funding agencies should be urged to accord high priority in their development assistance to projects that include the integration of women into the development effort and the achievement of equality. Such assistance would stimulate national support for innovative national and local programmes, including self-help activities.

## VI. REVIEW AND APPRAISAL

213. A comprehensive and thorough review and appraisal of progress made in meeting the goals of this Plan should be undertaken at regular intervals by the United Nations system. Such an exercise should be part of the procedures for the review and appraisal of progress made under the International Development Strategy for the Second United Nations Development Decade, and closely co-ordinated with any new international development strategy that may be formulated.

214. The General Assembly has already made provision in its resolution 3276 (XXIX) of 10 December 1974 to consider relevant recommendations of the World Conference of the International Women's Year at its seventh special session and at its thirtieth session in 1975. The Plan should also be considered at the sixtieth session of the Economic and Social Council in the spring of 1976. The Secretary-General should be invited to make appropriate arrangements for the first biennial review of progress in 1978, in co-operation with Governments and taking into account the existing structure and resources of the United Nations system. The Economic and Social Council should review the findings of such a systematic evaluation with the object of making, whenever necessary, appropriate modifications in the goals and recommendations of the Plan.

215. The monitoring of trends and policies relating to women and relevant to this Plan of Action should be undertaken continuously as a specialized activity of the United Nations. They should be reviewed biennially by the appropriate bodies of the United Nations system, beginning in 1978. Because of the shortness of the intervals, such monitoring would necessarily be selective and focus mainly on new and emerging trends and policies.

216. The Plan of Action should also be considered by the regional commissions, the United Nations Development Programme, the United Nations Children's Fund, the United Nations Industrial Development Organization, the relevant specialized agencies and other intergovernmental and non-governmental organizations at their meetings following the World Conference. The discussions and decisions of these bodies concerning the Plan should be submitted to the Economic and Social Council and its relevant functional commissions and advisory bodies (the Commission on the Status of Women, the Commission for Social Development, the Population Commission, the Statistical Commission, the Committee for Development Planning, and the Committee on Review and Appraisal) at their sessions in 1976 and 1977. An item on action on the implementation of the Plan should be included in the agenda of the sessions of all these bodies at intervals of no longer than two years.

217. At the regional level, the regional commissions should assume responsibility for monitoring progress towards the greater and more effective participation of women in all aspects of development efforts. Such monitoring should be carried out within the framework of the review and appraisal of the International Development Strategy for the Second United Nations Development Decade. The commissions should include information on the integration of women in development in their reports to the Economic and Social Council on the social and economic situation in the regions. They should also discuss at appropriate intervals (such as every two years) the progress made towards achieving the aims of this Plan of Action. They should encourage Governments to provide equal opportunities for women to be represented on their delegations to the sessions of the commissions and to other relevant meetings.

218. At the national level, Governments are encouraged to undertake their own regular review and appraisal of progress made to achieve the goals and objectives of the Plan and to report on its implementation to the Economic and Social Council in conjunction, where necessary, with other existing reporting systems (e.g., those of the International Development Strategy for the Second United Nations Development Decade, the World Population Plan of Action, the recommendations of the World Food Conference, and the implementation of the Declaration on the Elimination of Discrimination against Women, and of the Programme of Concerted International Action for the Advancement of Women).

219. Governments should, in the context of their own development plans, evaluate the implications of this Plan and make any necessary financial and administrative arrangements for its implementation.

## Appendix

### RELEVANT INTERNATIONAL INSTRUMENTS

#### A. United Nations instruments

##### 1. General instruments

Charter of the United Nations

Universal Declaration of Human Rights (1948)

International Covenant on Economic, Social and Cultural Rights (1966)

International Covenant on Civil and Political Rights and Optional Protocol (1966)

Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others (1949)

Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery (1956)

International Convention on the Elimination of All Forms of Racial Discrimination (1965)

Declaration on Social Progress and Development (1969)

International Development Strategy for the Second United Nations Development Decade (1970)

World Population Plan of Action (1974)

Programme of Action on the Establishment of a New International Economic Order (1974)

Charter of Economic Rights and Duties of States (1974)

##### 2. Instruments relating specifically to the status of women

Convention on the Political Rights of Women (1952)

Convention on the Nationality of Married Women (1957)

Convention and Recommendation on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages (1962 and 1965)

Declaration on the Elimination of Discrimination against Women (1967)

Programme of concerted international action for the advancement of women (1970)

#### B. Specialized agency instruments

##### 1. International Labour Organisation

Convention concerning the employment of women on underground work in mines of all kinds, No. 45, 1935

Convention concerning night work of women employed in industry (revised), No. 89, 1948



Convention concerning equal remuneration for men and women workers for work of equal value, No. 100, 1951; and Recommendation No. 90, 1951

Convention concerning minimum standards of social security, No. 102, 1952

Convention concerning maternity protection (revised), No. 103, 1952; and Recommendation No. 95, 1952

Convention concerning discrimination in respect of employment and occupation, No. 111, 1958; and Recommendation No. 111, 1958

Convention concerning employment policy, No. 122, 1964; and Recommendation No. 122, 1964

Recommendation concerning vocational training, No. 117, 1962

Recommendation concerning the employment of women with family responsibilities, No. 123, 1965

2. United Nations Educational, Scientific and Cultural Organization

Convention against Discrimination in Education (1960)

Protocol instituting a Conciliation and Good Offices Commission to be responsible for seeking a settlement of any disputes which may arise between States Parties to the Convention against Discrimination in Education (1962)

## B. Statements made by participants on the World Plan of Action

1. The representatives of Australia, Sri Lanka and Sierra Leone, among others, stressed that in order to achieve increased co-operation among all women of the world, the link between women's problems in developed and developing countries should be emphasized.
2. Colombia, Fiji, Egypt, Jamaica, Lebanon, New Zealand, Spain and Romania, among others, stressed the need, in the implementation of the Plan, to give special priority to the needs of women in the developing countries, and among them to the needs of women in rural and lower-income urban areas, especially in education, vocational training, employment and housing, in action-oriented programmes and pilot projects.
3. The representatives of Albania, China, Egypt, India, Jamaica, the Niger, Peru, the Syrian Arab Republic, the United Republic of Tanzania and Yugoslavia, among others, stressed that problems of women were an integral part of the contemporary problems of society. They stated that the struggle for national liberation and political and economic independence, the elimination of colonialism, neo-colonialism, alien occupation, apartheid and all forms of racial discrimination was a prerequisite and should be adequately reflected in the Plan.
4. Several representatives submitted specific suggestions as follows:

Albania: Many parts of the Plan did not adequately reflect the concerns of the women of the world. The introduction and chapter I had not been improved to the point desired and the struggle for women's emancipation had to be waged first and foremost against colonialism, racism and apartheid.
5. Argentina: Chapter II G on "Population" should conform to the World Population Plan of Action and reaffirm in stronger terms the principle of national sovereignty in population policy, since any international population policy should draw a distinction between overpopulated and underpopulated countries and the different problems they faced. In chapter III "Research, data collection and analysis", mention should be made of the creation of a network of permanent centres, institutes, universities or forums which should analyse and evaluate women's problems and provide for the exchange of experience at the international level.
6. Australia: The adoption of this Plan should be considered as only the beginning of a long and hard struggle. In order for the Plan and the Conference to go beyond token gestures, hollow promises and unfulfilled hopes and expectations for women, Governments, together with the women of their countries, should give high priority to formulating and genuinely implementing national plans of action. Sexism should be added after racism, colonialism, neo-colonialism, wherever these terms appeared since this term referred explicitly to the attitudes, expectations, myths and prejudices which were the cause of discrimination against women. Three principles should be included in the Plan, namely: (a) that policies and programmes relating to women, especially their employment, should not be discriminatory on the ground of sex, age, sexual preferences, or marital status; (b) that women had a right to be healthy in their own right, and not just as producers or reproducers, as mothers, wives, housewives or paid workers; (c) that it was the right of women to decide freely whether or not to have children.

7. In section "i" of chapter II on "Other social questions", it should be emphasized that legal systems and not female offenders required rehabilitation. Prostitution should be considered and separated from the serious, but quite different, problem of the illicit traffic of women.
8. Bangladesh: The voluntary fund established under Economic and Social Council resolution 1850 (LVI) should provide assistance especially to developing countries fighting such problems as hunger, malnutrition and illiteracy. Machinery should be established which would review the utilization of the fund in the most appropriate manner. Social security and assistance should be offered to women victims of emergency and armed conflict, especially of rape and for the children born of such situations.
9. Brazil: The Plan would have been more effective if it had established more priorities. It was regrettable that time had not permitted greater participation of non-governmental organizations in its planning and formulation.
10. China: The Chinese delegation declared that it had not participated in the Committee's decision to adopt the World Plan of Action because of its reservation of principle concerning such important questions as how to achieve women's emancipation, the theme of the International Women's Year, and mention of disarmament in the World Plan of Action.
11. Ecuador: The Plan should make reference to the physical conditions of birth and environment, as well as to the questions of equality and leisure for women, and the access of the masses of women to the arts, sports and culture.
12. Egypt: Reference to consensual unions (para. 127) was unacceptable as it negated the traditions and concepts of the country. Egypt stated that the Plan would be viewed within the context of the Constitution and the law.
13. Holy See: The representative objected to the use of the word "individuals" in paragraph 19 of the introduction in the interest of safeguarding the family.
14. Honduras: The Plan should be considered by a group of experts in order to have effective follow-up action and to ensure the full participation of women in all fields.
15. India: The Plan should provide a mechanism whereby action in spheres such as education, employment, health, and political participation at various levels, could be monitored. Social and political emancipation of women should go hand in hand with development. Women should be involved in the assessment of the Plan, and family planning should be linked with social security. The principles stated in paragraph 128 with respect to the acceptance of international standards relating to marriage and to co-education was acceptable at the elementary level but because of cultural conditions was unacceptable at all levels. The representative suggested a system of co-ordination among the United Nations bodies at different levels and the creation of monitoring spheres within the United Nations bodies and specialized agencies to review the progress made. The need to include mention of women's right to leisure in the Plan and of the role of women in sports and culture was stressed.
16. Ireland: The words "through an institutionalized system" in paragraph 142

of chapter II G, on "Population", were considered inconsistent with the first sentence of the same paragraph, which referred to the sovereign right of States to determine their own population policies.

17. Italy: It was important to make extensive use of existing bodies and not recommend the establishment of new international machinery for review and appraisal of the Plan in order to ensure that women's problems should not be considered in isolation from problems of over-all development.

18. Jamaica and Malaysia: The addition to the Plan of provisions designed to protect the rights of consumers from exploitation, manipulation and fraud were suggested, as well as consideration by the General Assembly of a model consumers' code. The representative of Jamaica wished to strengthen the section on vocational training, to emphasize its relationship to employment, as this would in turn contribute to the solution of the problem of migration. A provision should be added on non-discrimination in the educational system of young women unable to complete training because of pregnancy. It was said that the section on "Housing and related facilities" (chap. II B) did not adequately reflect the real problems of housing shortages and overcrowding in the vast majority of countries.

19. Japan: Paragraphs 100 and 102 in chapter II D, on "Employment and related economic roles", and paragraph 130 in chapter II F on "The family in modern society" required strengthening.

20. Jordan: The creation of a special women's committee to investigate the violation of human rights of women was proposed. In order to make the proposed special day to be devoted to international peace (para. 53) more meaningful, the United Nations and its specialized agencies should strive to seek release of political detainees and freedom fighters. It was proposed that in paragraph 183 of chapter V on "International and regional action", a provision should be added stipulating that women should be involved and represented on commissions where international years had been declared by the United Nations, starting with the international year for human settlements, so as to ensure that the concerns and desires of women should be considered and included.

21. Kuwait: Acceptance of certain paragraphs in the spirit of compromise and understanding should not be construed as a departure from certain beliefs which were predicated on the premise that the World Plan of Action was compatible with the domestic jurisdiction of the country.

22. Lebanon: The Plan should reinforce certain concepts, stressing the human aspects in the developing areas. (This point was also emphasized by the representative of Peru.) It was pointed out that paragraph 94, which referred to women's co-operatives, seemed to be in contradiction with the principle of non-discrimination. The same comment was made with respect to paragraph 117 and the reference to paramedical services. The need to include in paragraphs 88 and 89 of chapter II D, on "Employment and related economic roles", a reference to equal competence along with equal pay for equal work was emphasized. Democratization of means of information and the mass media to benefit rural areas (chap. II C on "Education and training") was also suggested.

23. Morocco: The revised wording of paragraph 2 of the introduction and other parts of the Plan were not entirely satisfactory.

24. Netherlands and New Zealand: The measures proposed in the Plan were not intended to make women participate more in a man-made society. The representative of the Netherlands hoped that the Conference on Human Settlements would deal with the problem from the women's point of view as it was urgent for the relationship between women's status and urbanization to be worked out. The representative of New Zealand stated that too much emphasis was placed on improving the quality and range of the contribution of women to economic well-being and not enough on social development and that the text should provide for more services such as child-care and housing, and for the equal participation of men and women and that these should be considered skilled occupations; that urban poor women and migrant groups did not receive adequate attention; and finally that in the implementation and in review and appraisal, women themselves and through non-governmental organizations should contribute to the review and appraisal of the World Plan of Action.

25. Niger: The revised wording of paragraph 15 of the introduction had been weakened as a result of compromises made.

26. Pakistan: Chapter II F, on "The family in modern society", should contain specific reference to such serious crimes against women as child marriages, divorce and the repudiation of unilateral divorce by the man and should consider fully the close biological relationship between the mother and the young child.

27. Peru: The Plan should refer to the political participation of women in a broad sense. It should include women's political and social struggle through different organizations and in different levels of decision-making to change old economic, social and political structures. Women's political participation should be linked to efforts to establish a new international economic and social order. Educational systems should try to develop a critical spirit in each child so that it could grow up with a capacity to determine its own life and to orient its own destiny, and to achieve the full development of human potential. Such educational systems in turn needed the active and constant participation of all men and women. Demographic aspects influenced socio-economic aspects and vice versa, but were not without determinants. Each State defined its own population policy. The recommendations contained in the Plan regarding this principle should stress the right of each couple to determine freely and responsibly the number and spacing of their children. Measures should be adopted to halt the process of dehumanization, to eliminate all forms of subjugation, slavery, discrimination on any ground, domination or aggression and to create the conditions that will allow for the real emancipation of all countries and full realization of all human beings.

28. Romania and Turkey: Regret was expressed that lack of time had precluded the discussion of chapter V on "International and regional action", which should be undertaken immediately by the United Nations family of organizations, to ensure full equality of men and women and to take concerted international action for the full integration of women in the development process in the Second United Nations Development Decade.

29. Sierra Leone: While it was regrettable that the Committee had failed to study in depth the problems and needs of women, it was essential for each representative at the Conference to pressure his or her Government to take action to implement the Plan and to make periodic reports on review and appraisal to the appropriate United Nations bodies.

30. Spain: Emphasis was placed on the fact that it was important for women to occupy posts of responsibility, on literacy campaigns in both rural and urban areas and on co-education and professional training. The Plan should refer not only to expansion of such programmes but also to their establishment in areas where they did not exist. Detailed reference should also be made to pre-school education and to day-care centres.

31. Sri Lanka: Greater emphasis should be given to the educational and technical training facilities and programmes envisaged in paragraph 77, chapter II C, on "Education and training", on the encouragement of community development, self-employment and self-help activities in section D on "Employment and related economic roles" and on the increased participation of women in the formulation of plans and action-oriented pilot projects for integrated rural development (paras. 92, 93 and 101). Further strengthening of paragraphs 54 and 66 was suggested, to improve the status of girls and young women, and of paragraph 36 to emphasize the need to provide appropriate education and vocational training to boys and girls without discrimination. She underlined the need to strengthen paragraph 43, which envisaged international assistance by the United Nations and its agencies in carrying out national projects or programmes; and of chapter III on "Research, data collection and analysis", for the identification of problems related to the status of women, as well as regional action, especially by the regional commissions and at both the regional and international levels, and closer co-ordination of efforts between women's groups, between the developed and the developing countries.

32. Switzerland: The World Plan of Action should contain provisions that men and women could understand in their everyday life and at all levels about the status and needs of women in a large number of countries.

33. Thailand: Stronger provisions should be included in the Plan relating to leadership training of women in educational programmes, involuntary prostitution and the use of mass communications media for the education of women.

34. United States of America: Chapter II D, on "Employment and related economic roles", should provide that Governments, employers and trade unions should ensure to all women workers freedom from discrimination because of pregnancy, in hiring, leave, insurance, re-employment, and all other conditions of employment. Disabilities caused or contributed to by child-birth and pregnancy-related conditions should be treated for all job-related purposes as for any other temporary disability. Leave for child-rearing purposes should be liberal, especially in the early years, and should be available to either parent (para. 100). Chapter II F on "The family in modern society", should stipulate that appropriate temporary or permanent allowances should be provided for disabled spouses and spouses who had lost opportunities for education or employment because of homemaking responsibilities or because of providing education for the other spouse. Each parent should be liable for the support of children within the parent's means, taking into account the desirability of the spouse with custody of the children remaining at home. In chapter III, on "Research, data collection and analysis", provisions should be added to indicate that more data needed to be collected on women in particular but it is equally important to establish their relative position vis-à-vis men. Research and data analysis should, therefore, relate to both women and men. Paragraph 166 should include provision for funds and staff to be allocated by Governments and international agencies to develop a

scientific and reliable data base. Chapter VI, on "Review and appraisal", should state that, beginning in 1976, all appropriate bodies of the United Nations system should include in their development assistance plans, programmes, sector analysis, and project documents, where relevant and feasible, a statement of how the proposed assistance activities will affect women as participants and beneficiaries. These statements would serve both as guides to the design, review and implementation of appropriate assistance activities and as standards for their later evaluation.

35. Union of Soviet Socialist Republics: Although the USSR delegation noted with satisfaction the unanimous approval of the Plan, it regretted that, owing to the lack of time, amendments and proposals relating to chapters II to VI had not been considered. It hoped they would be taken into account in the course of the implementation of the Plan.

36. Uruguay: The importance of the educational role of the mother and her fundamental contribution to the development of the community were not sufficiently emphasized in the Plan. The Plan should also stress the promotion of the dignity of women as persons in order to enable them to attain true equality with men, and should suggest measures to eliminate the exploitation of women as sex objects for commercial purposes and the distortion of the images and roles of women.

37. Venezuela: The Plan should make it clear that participation of women should not mean participation because they were women but because of their capabilities to perform a specific role. The Plan should also emphasize that Governments should create the supportive services, such as day-care centres, school cafeterias, laundries and other low-cost facilities required to allow the real participation of women in the development process. More emphasis should be given to the need to eliminate all legislative measures that discriminated against women, especially in private law; in particular, the domicile of the married couple, the guardianship of children, and the administration of the couple's property should be the equal responsibility of both spouses. Legislative provisions which provided disadvantaged treatment of women such as "crimes of honour" should be eliminated. Special attention should be given to women prisoners, especially mothers, who should be provided with facilities to enable them to serve their sentences without abandoning their children and to prevent children born in prisons from spending the first years of their lives in prison.

38. Yugoslavia: The Plan should be implemented in the framework of important decisions adopted by the United Nations such as the implementation of the Programme of Action on the Establishment of a New International Economic Order adopted by the General Assembly at its sixth special session in 1974.

39. Representatives of the United Nations International Children's Emergency Fund, the United Nations Fund for Population Activities, the World Food Programme, the International Labour Organisation, the Food and Agriculture Organization of the United Nations, the United Nations Educational, Scientific and Cultural Organization, the World Health Organization, the International Bank for Reconstruction and Development and the International Atomic Energy Agency expressed support for the World Plan of Action and pledged their full support for its implementation. They believed that its implementation would be strengthened by a unified effort on the part of the United Nations and the specialized agencies. They expressed the interest of the agencies in the discussions of the Conference,

and noted that many of the recommendations in the Plan involved programmes of the agencies.

40. The representative of the World Health Organization stated that the words "health services" had been wrongly translated as servicios médicos, which was a much more restrictive term, in the Spanish text of paragraphs 108 to 123. She noted further that a new and broader policy on health was being implemented by WHO, <sup>1/</sup> which was not reflected in chapter II E of the World Plan of Action. The term "teams of health workers", for example, should be used instead of the term "medical teams" and "primary health care" should be used rather than "paramedics". If this new terminology was not adopted, a unique opportunity to introduce the new elements of world health policy into the World Plan of Action would be lost. The Plan should emphasize the health care of women during their entire life cycle. It was also necessary to concentrate national and international resources and efforts on the underprivileged and rural groups. The Plan should contribute to establishing primary health services in communities, with emphasis on services for mothers and children.

41. The representative of the International Bank for Reconstruction and Development drew attention to the role of the Bank in financing projects requested by Governments. She stated that the Bank was prepared to take steps to achieve the objectives of chapter V, on "International and regional action", and that the Plan would be a useful guide in that respect.

42. The representative of the International Atomic Energy Agency spoke of the special role of her agency in the context of chapter II A, on "International co-operation and the strengthening of international peace".

43. The observer of the International Federation of Business and Professional Women, a non-governmental organization in category II consultative status with the Economic and Social Council, speaking on behalf of 39 non-governmental organizations, expressed the view that the World Plan of Action contained guidelines for useful action on the national, regional and international levels. She pointed out that non-governmental organizations could perform a useful function in assessing progress under chapter VI, on "Review and appraisal". She stated that the non-governmental organizations would consider the World Plan of Action at international meetings and would make every effort to publicize the Plan through their affiliates.

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<sup>1/</sup> See "The health of women: how it affects their needs and status" (E/CONF.66/BP/14).



C. Regional plans of action

1. Plan of Action for the Integration of Women in Development adopted for the region of the Economic and Social Commission for Asia and the Pacific <sup>1/</sup>

We, the representatives of the Governments members of the Economic Commission for Asia and the Far East, 2/ assembled at Bangkok from 13 to 17 May 1974 for the Regional Consultation for Asia and the Far East on the Integration of Women in Development with Special Reference to Population Factors,

Gravely concerned over current demographic, economic, political and social conditions and over the situation of women, particularly of those living in the rural areas, and their lack of educational and employment opportunities,

Appreciating the growing realization of the importance of the role of women in integrated development and the aspirations of Asian women to contribute to development,

Recognizing the close interrelationship of the status of women and the determinants of population growth and family size,

Reaffirming the recommendations on the draft World Population Plan of Action made by the International Forum on the Role of Women in Population and Development held in New York in February 1974, and the principles of the Regional Consultation Preparatory to the World Population Conference held at Bangkok from 7 to 10 May 1974.

Recalling General Assembly resolutions 2626 (XXV) of 24 October 1970 on the International Development Strategy for the Second Development Decade and 2716 (XXV) of 15 December 1970 on programmes of concerted international action for the advancement of women,

Recalling also resolution 135 (XXIX) of the Economic Commission for Asia and the Far East on the integration of women in the development process, 3/ and the Declaration of Population Strategy for Development 4/ adopted by the Second Asian Population Conference held in Tokyo from 1 to 13 November 1972.

Noting that the thirty-first session of the Economic Commission for Asia and the Far East will take place in International Women's Year,

Hereby submit our proposals for a Plan of Action for the consideration of the Executive Secretary of the Commission and for submission to the Commission at its

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<sup>1/</sup> Formerly issued under the symbols ST/ESA/SER.B/5/Add.1 and E/CONF.66/BP/2.

<sup>2/</sup> In accordance with Economic and Social Council resolution 1895 (LVII) of 1 August 1974, the name of the Commission was changed to "Economic and Social Commission for Asia and the Pacific".

<sup>3/</sup> Official Records of the Economic and Social Council, Fifty-fifth Session, Supplement No. 9 (E/5277), part III.

<sup>4/</sup> E/CN.11/342.

thirty-first session, with a view to obtaining its endorsement, and urge members and associate member countries of the Commission to strengthen their national efforts and extend full support at the subregional and regional levels for concerted action for the implementation of the Plan of Action.

## PLAN OF ACTION

### Introduction

The deliberations of the regional consultation covered a vast and insufficiently explored area. In order to stimulate follow-up action on the part of national Governments and local bodies, and international and regional organizations, it was felt desirable to elaborate proposals indicating areas in which action was required. The consultation endorsed the recommendations of the International Forum on the Role of Women in Population and Development on the draft world population plan of action and of the ECAFE pre-world population conference consultation.

While recognizing that the situation of women in urban areas required urgent attention, the Consultation was of the opinion that the highest priority should be accorded by Governments to integrated programmes for the advancement of women in rural areas. Programmes should be designed so that women as well as men would be motivated and given possibilities to improve their productivity and quality of life and devote a share of their increasing income to improve the economic, social and cultural infrastructure of the location in which they were living. Such integrated programmes should aim at rural modernization and should incorporate land reform, vocational guidance, education and training, creation of job opportunities for women, health and nutrition, and family planning, as well as rural services and amenities for working mothers.

In formulating programmes aimed at the advancement of women, Governments, ECAFE and non-governmental organizations might as an initial step establish separate programmes exclusively for women where their status is particularly low and where discriminatory attitudes towards them are strong. The aim of programmes for the advancement of women, however, is ultimately to integrate their activities with those of men in all sectors so that women do not remain isolated in their activities. Separate programmes for women should therefore be appropriately phased out as women gain more confidence in themselves and as men accept more readily the role of women as equal partners in development.

It is important that progress towards the integration of women in development be monitored by national, regional and international agencies. Such monitoring should be carried out within the framework of the Strategy for the Second United Nations Development Decade.

In developing plans of action based on the proposals herein, Governments should aim at implementation within a specific time period, such as a decade, providing also for a review and appraisal of progress at the mid-point of the period.

## Funding

In order to implement a programme of the broad scope envisaged here, it is necessary to marshall all available resources for its support. The financial means should be provided by local communities, national Governments and intergovernmental organizations, and through the channels of multilateral and bilateral assistance.

At the community level, resources may be provided voluntarily by citizens. Initiative at the national level may be taken by ministries and/or commissions concerned, and provision for financing population programmes and programmes fully to integrate women in development should, as a matter of priority, be included in the national economic and social development plans.

The inclusion of such programmes with high priority in national development plans will facilitate its consideration within the country programming procedures of the United Nations Development Programme, and technical assistance and financing from the United Nations system should be requested by Governments for the development of programmes designed to enhance the status and opportunities for women. Private foundations and institutions also represent sources of financial support for various aspects of population programmes and programmes having as their aim to integrate women into the development process. The need for financial support to non-governmental organizations working towards these aims should be recognized.

The Consultation stressed the importance of widening awareness, on the part of donor countries and the recipient countries requesting the technical co-operation which was offered, of the impact on development of the issues with which the Consultation dealt.

## Regional action

1. The Executive Secretary of ECAFE is invited to ensure that the development and implementation of a comprehensive regional programme for the integration of women in the development effort is undertaken at the earliest possible opportunity. For this purpose the Executive Secretary should, through existing channels for the co-ordination of regional programmes in the fields of population and social development, seek the co-operation of other interested organizations so as to ensure an integrated approach.

2. A dynamic long-term programme for this purpose should be drawn up by the units of ECAFE primarily concerned, namely the Population and the Social Development Divisions, giving consideration to the proposals of this Consultation. The already existing long-term programme for the advancement of women, in operation in ECA for the period of 1972-1976, could be used as a guideline for the establishment of a similar one in the ECAFE region.

3. The functions of the proposed programme might include:

(a) Assisting national Governments and non-governmental organizations to develop policies, strategies and programmes for strengthening women's role in national development, especially in rural areas.

(c) Promoting action-oriented research and collection of data as a basis for the formulation of programmes and evaluation of progress towards the effective integration of women in development;

(c) Exchanging information between countries on relevant programmes and services;

(d) Strengthening existing training institutions to increase women's potential for local, national and regional leadership;

(e) Helping to promote women's organizations at local, subregional and regional levels;

(f) Assisting Governments in formulating requests for technical and financial assistance for its programmes in this area.

4. The Executive Secretary of ECAFE is requested to seek adequate financial and staff resources for such a work programme, which, bearing in mind the context of cultural practices prevailing in the region, should include action and assistance to Governments in the fields hereinafter discussed.

## B. Education and training

A definite correlation has been found to exist between women's educational level and smaller family size in developing countries, but the effect of education on fertility is often reduced when female education does not result in gainful employment. Education, training, and employment strategies should therefore be co-ordinated. In order to ensure equal opportunities for participation in economic activities, modification of old patterns of sex-selective training programmes through changes in legislation and other measures including those aimed at changing the attitudes and social practices which limit women's participation is essential. Since women are lagging behind men, special provisions in education and training programmes should be made for women and girls.

### Proposals for action

1. Adopt dynamic programmes to eradicate illiteracy and to establish a specific target date for its elimination; to encourage functional literacy and post-literacy activities as a part of literacy campaigns; to include teaching on a number of subjects such as civic education, nutrition and hygiene.
2. Provide and enforce as quickly as possible free and compulsory primary education, overcome low rates of school enrolment and high rates of drop-out especially among girls, and provide programmes for out-of-school youth.
3. Provide reform of school curricula and equal curricular choices ensuring that the content of educational and training programmes is relevant to national development and the prevailing eco-system, and that educational material does not perpetuate sex-role stereotypes.
4. Integrate into school curricula the study of agricultural and other vocational subjects and techniques including the use of new tools and equipment with a view to developing in the younger generation a sense of pride in, and attachment to, the land and environment.
5. Ensure that courses on population education and on family life education are integrated into school curricula at all levels and in programmes of non-formal education, to raise awareness of the relationship between demographic trends and social, economic and cultural conditions and to prepare young people and adults of both sexes for responsible marriage and parenthood.
6. Provide vocational guidance and counselling to girls as well as boys in accordance with the requirements of national development.
7. Provide courses in home economics for boys and men as well as for girls and women.
8. Provide special incentives and facilities for women to encourage their participation in technological and scientific skills.
9. Make special arrangements for training for women at the village level for agricultural work, making use of modern farming principles and new intermediate technology.

10. Arrange, as part of rural development projects intended to cut down the rate of rural unemployment, training programmes for small-scale rural industries.
11. Organize training programmes in various activities related to entrepreneurship, commerce and marketing, for example, co-operatives and loan societies, access to credit, book-keeping methods, assessment of market fluctuations.
12. Provide, in view of the acute shortage and uneven distribution of doctors, nurses, paramedicals, lawyers and social workers, especially in rural areas, adequate professional and vocational training for women at all levels.
13. Provide the necessary supporting measures to give effect to these proposals, such as establishing training centres, organizing programmes for training of trainers and of volunteers, and mobilizing national and international resources for obtaining funds and technical assistance.

### C. Employment

While unemployment and underemployment are major problems in the region, the key to elevating the role of women in economic development will depend largely on their increasing participation in economic activities.

It is frequently argued that, where jobs are scarce, priority should be given to males, overlooking the fact that the percentage of women household heads is large and that women are entitled to general access to the labour market on equal terms. Greater participation by women in all areas of employment (and not only those traditionally associated with the woman's role) is a prerequisite to attaining the objectives of development itself. The potential for creating more paid jobs for all workers should therefore be stressed. Given training at different levels, both formal and non-formal, women's chances of employment and their contribution to economic productivity would improve considerably, as would their position and prestige in the family and in society. Increased gainful employment outside the home and opportunities for self-employment can be expected to contribute to needed changes in fertility levels.

#### Proposals for action

1. Specifically incorporate provision of employment opportunities for women in employment policies and strategies which should recognize woman's dual role and provide the services and facilities necessary to enable her to take advantage of these opportunities. In principle, services for working mothers, day care centres, crèches etc. should be provided in living areas.
2. Integrate manpower and education policies.
3. Establish in government departments and other appropriate bodies positive policies and targets for employing women in both the public and the private sectors, with special emphasis on employment of women at the policy and planning levels. The principles of equal access to the whole range of economic activities, and of equal pay should be applied.
4. Seek new ways of developing community and entrepreneurial skills especially among rural women, for small business ventures, manufacturing, food processing, cottage and handicraft industries, community development and social welfare activities.

5. Ensure for women access to credit on equal terms with men and encourage the establishment of co-operatives.

6. Promote integrated rural development so as to increase employment opportunities for women as well as men, to increase food production and to help reduce the rate of migration to urban areas; income-earning self-employment (outside of agriculture) and expansion of village-based services in fields such as public health, literacy and social welfare.

7. Since increasing participation by women in employment is strongly related to their access to education and training, to attitudes towards family planning, to cultural attitudes towards the role of women, and to attitudes of employers, recognize these related factors as essential elements in the approach to employment.

8. Ensure that the services required to support the employment policy are developed.

#### D. Health, nutrition and other social services

Programmes relating to health, nutrition and other social services should be integrated into over-all developmental programmes. While social and economic development is their primary objective, they have a significant impact on fertility and population growth.

#### Proposals for action

1. Give high priority to programmes of nutrition, nutrition education and maternal and child health care among all sectors of the population; include family planning as a part of these programmes, recognizing that the right to determine freely the number and spacing of children includes the right of the child and of the mother to survive and to enjoy a healthy life.

2. Strengthen basic health services and in view of the scarcity of medical doctors in many areas of the region use trained paramedical workers to the fullest extent, inter alia for such services as the provision of contraceptives and adequate follow-up for protection of the health of the users.

3. Establish or expand programmes of old age and unemployment insurance and social welfare assistance in order to guarantee a minimum level of social and economic security to all persons.

4. Provide supporting services for the family, recognizing that it continues to be an essential social institution.

5. Promote the redistribution of industry and of health, education and other services and reorder routes of transportation so as to reduce the migration particularly of males, thereby protecting mothers and children from the effective dissolution of the family and providing rural women and men with greater opportunities for employment.

## E. Population

Social, economic and demographic factors are inextricably interrelated, and change in one or more invariably involves all. To alter the pattern whereby women are denied full participation in the development process involves, inter alia, a change in certain crucial demographic variables, such as age at marriage, age at birth of first child, total number of children and the interval between births, and age at termination of child-bearing. Enabling women to determine, in relation to work and family values whether, when and how often to undertake pregnancies is an essential factor in such change.

### Proposals for action

1. Raise the minimum age of marriage for girls to 18 years, reducing the total number of years exposed to risk of child-bearing and increasing the number of years that may be devoted to education.
2. Make available to individuals and couples through an institutionalized system, such as a national family planning programme, such information, service and means as will enable them to determine freely the number of their children and the intervals at which they will have them.
3. Collect and analyse data needed to determine the level of aggregate fertility that is compatible with the national welfare, establish targets to meet that goal and to educate individual families to see that achieving it is in their interest.
4. Engage men as well as women in the effort to ensure responsible parenthood.
5. Because of the shortages of medical and paramedical personnel, promote wide community-based distribution of non-clinical methods of contraception.
6. Promote awareness of, and means for, improvements in conditions of infant and early childhood mortality, so as to reduce the lag in time between the decline of mortality and the decrease in fertility.
7. Utilize all humanitarian means of discouraging large families, including social security for the aged.
8. Ensure balanced demographic, economic and social development by closely relating population policies and programmes with measures adopted to improve the status of women.
9. Establish effective machinery within Governments with responsibility for ensuring that priority attention is accorded to the population and family-planning fields and for planning evaluation and analysis of programmes in their areas.

## F. Research, data collection and analysis

In spite of a mass of demographic as well as social economic data, social indicators which would explain the status of women, and data which would give a more concrete and clearer picture of their situation are not available. Programmes of analytical research and evaluation should be promoted to permit realistic planning and assessment of the evolution of the situation of women, its causes and processes and of the effects thereon of development efforts.



### Proposals for action:

1. Facilitate international comparisons and exchange of information by taking steps to harmonize statistics.
2. Obtain statistics in censuses and surveys on women's education, levels of skill, their participation in economic activities and on interrelated social-economic variables. These and all other statistics on social, economic and demographic characteristics should be broken down by sex, age and marital status to provide bases for comparative studies of males and females.
3. Improve the quality, coverage and definition of concepts in vital registration systems and other related systems of data collection in order to provide a sound basis for research on the role of population factors in the integration of women in development and their labour force participation.
4. Undertake and encourage in-depth studies and surveys on economic, social and demographic benefits as related to the integration of women in the development process.
5. Develop and review social indicators in order to assess periodically the status of women in development.
6. Encourage in-depth studies of the family and household situation.
7. Encourage universities and other academic institutions and governmental and non-governmental organizations to conduct research in these fields and to conceptualize the interrelationship between the status of women and fertility.
8. Ensure co-ordination between the information gathering services and the use of the data for all purposes, including programme development, evaluation of progress and communications.

### G. Legislative and administrative measures

The integration of women into the development processes, both as contributors and as beneficiaries, depends on the attitudes and values of women as well as on the opportunities offered to them by the society. Although values and attitudes are the products of a long socialization process, Governments can, by enacting legislative measures and taking administrative action, greatly influence people's behaviour and this will gradually affect changes in attitudes. Legislative and administrative measures are therefore important instruments for guiding and institutionalizing change. As a matter of urgency, relevant measures should be included in national development plans and sufficient resources should be allocated for their implementation.

### Proposals for action

1. Review and enact legislation and regulations that have or may have a bearing on the status of women, their role in development and population change, including laws related to age of marriage, legal capacity, rights and responsibility when entering into, and during, marriage and at its dissolution, laws on taxation, inheritance, migration, education, employment (including choice of work and profession) and choice of domicile; ensure that such legislation and regulations are in accordance with the relevant United Nations instruments, including the Declaration on the Elimination of Discrimination against Women and the international labour standards.

2. Ensure that laws provide for a minimum age of marriage for women of not less than 18 years, the registration of all marriages, the contracting of marriage only with the full and free consent of intending spouses, equal rights and duties in matters relating to their children and for the protection of the children's interest in case of dissolution.
3. Accord to women equal right with men to acquire, administer, enjoy, dispose of and inherit property, including property acquired during marriage and to ensure for women the fullest possible protection against consecutive and other marriages; ensure that all men and women know their legal rights and when possible are given legal aid free of charge in their communities.
4. Remove all legal and other restrictions on the dissemination of information on contraceptives and on the sale and distribution of family planning devices.
5. Establish appropriate administrative structures and procedures for data collection, formulation and implementation of policies and programmes, and evaluation of their implications and impact.
6. Establish national commissions and sub-commissions, committees or working groups under the appropriate national machinery, which could undertake fact-finding and comprehensive studies, paying special attention to the needs and problems of women in both rural and urban areas.
7. Establish special units to study the present situation of women in the different government departments, and to promote ameliorative action.
8. Establish within the national machinery an interdepartmental body of experts from various fields such as health, education, nutrition, agriculture, training employment, social affairs, population policies, law, trade and industry, consisting of men and women and, where appropriate, local commissions or committees with a mandate to review, evaluate and recommend measures and priorities for the integration of women in all sectors of national life and at all levels to be included into national development plans.
9. Undertake a series of assessments of the situation of women at the national, provincial and local levels, which would include a realistic appraisal both of progress and of obstacles to it.
10. Establish channels of communication and measures for co-operation with national non-governmental organizations for the advancement of women and their integration in development.
11. Ensure that qualified women are included in due proportion among their countries' representatives at international conferences, seminars, fellowship programmes etc. in development fields.
12. Provide for intergovernmental co-operation within the region, for example in the form of special commissions, committees or similar bodies.

## H. Non-governmental organizations

Non-governmental organizations, especially women's organizations, national family planning and other population organizations, welfare agencies, trade unions, co-operative and religious bodies constitute important resources for development and vehicles for change. Their increased effectiveness depends on the policies of Governments and the increasing involvement of trained educated younger women and men. Steps should be taken to ensure that there is co-ordination of the activities of such bodies at the national and local levels with the activities of Governments, United Nations organizations and other intergovernmental bodies.

### Proposals for action

1. Assist women to organize and press for representation on decision-making and policy-formulating bodies.
2. Participate in the formulation and implementation of national development plans, translating them into concrete national programmes at local and central levels, and encourage and co-ordinate similar programmes at the regional and international levels.
3. Exercise vigilance on and encourage the formulation and implementation of legislation to guarantee women equal rights in all fields, and make themselves heard at the local, national and regional levels.
4. Work towards changing attitudes and influencing public opinion by providing information nationally and locally to support activities which foster awareness among men and women that the emancipation of women is related to the emancipation of men and to the country's development.
5. Promote at the community level, understanding, acceptance and practice of family planning.
6. In relation to all forms of discrimination, explain to women their rights and responsibilities, discuss their problems and give them legal and social assistance.
7. Offer assistance as appropriate in the fields of education, training and retraining, literacy campaigns, civic education, leadership training and the forms of training discussed in section I.
8. Supplement public educational and training facilities by providing private schools, kindergartens, semi-boarding and boarding schools, as well as equipment, materials, finance and personnel for training programmes especially for rural women, offering scholarships to women for study within their country and abroad.
9. Help working parents with family responsibilities by setting up day-care centres and other support services for general social welfare.
10. Encourage women to achieve equal participation in decision-making at all levels and in all groups by education, legislation, changes in the attitudes of men and women and by the reshaping of public opinion.
11. Encourage further research by Governments, universities and private research organizations locally and regionally on social indicators and data collection systems as a prerequisite of more effective assessment of women's progress in development and factors influencing population growth.

12. Create opportunities for part-time employment of women, assist them in establishing income earning projects, and encourage them to become entrepreneurs in commerce and industry.

13. Promote international exchange of information on the status of women with the aim of increasing understanding and co-operation among women as well as among non-governmental organizations working for the same human goals.

#### I. Exchange of information and experience

##### Support communication

An essential prerequisite to the integration of women in development is the changing of certain deep-rooted traditional attitudes in men and women regarding the role of women in present-day society. For this, the planned and sensitive use of communication media will be vital. By "communications media" should be understood, not only the "mass media" such as radio, press, television and cinema, but also the millions of governmental and non-governmental change agents and opinion leaders who are the key communicators in development at the group and interpersonal levels. The planned combination of the mass media with the change agents is necessary for effective support communication. All proposed operational programmes and projects for the integration of women in development should have properly researched and built-in communication components, including budgets. This requires not only the incorporation of budgetary provisions for audio-visual services, but the infusion of cultural and attitudinal research and communication analysis into the formulation of such programmes and projects.

##### Proposals for action

1. Ensure that those responsible for the selection of news and other programme emphases in the mass media shall give adequate recognition to the roles and the special achievements in national life, history and present-day development of all women, including rural women with whom a far larger number of women will identify and whose roles a far larger number of men will have to acknowledge.

2. Exert vigilance on media programmers against degrading depiction of women in, for example, drama and other entertainment, make efforts to sensitize writers, producers and editors to their daily responsibility for the perpetuation of traditional male-dominating attitudes through the reproduction and repetition of old stereotypes.

##### Information exchange

Effective programming and project formulation for the integration of women in development will also require an adequate flow of factual information and of relevant experience in this field to and from the national policy-makers and planners in each country, and their international assistance collaborators.

Within each country, interested and collaborating organizations should establish an information reference centre on the status and role in development of women, in their country and abroad, and should publicize this central resource to the maximum. These national information reference centres should become the key repositories and points of two-way communication at the international level, including the storage and re-dissemination of documented experience on the integration of women in development from the agencies of the United Nations system, especially the United Nations Commission on the Status of Women and the Centre for Social Development and Humanitarian Affairs of the United Nations Secretariat.

Each national centre should become an indispensable source of professionally sound, accurate and relevant information and data in this field for government authorities, academic institutions, international organizations, the media and all others for the integration of women in national development. Proper funding should be provided for this purpose.

#### J. Summary

Women in the ECAFE region have a crucial role to play both in the development of their countries and in the solution of problems arising from current and future demographic trends. In recognition of this, the recommendations of the Consultation have as their aim, to draw greater integration of women in development. The guidelines include both short-run and long-term strategies for change, and they give special attention to basic improvements at the local level. Although specifics on the condition of women and on the current activities of Governments vary throughout the region, broad agreement has been possible on several general areas deserving priority attention. It is therefore hoped that improving conditions for women, and expanding their opportunities in such fields as education and training, employment, health and public life, will be seen not only as a matter of social justice, but also as a significant means of achieving developmental and desired population goals.

2. Plan of Action for the Integration of Women in Development adopted for the region of the Economic Commission for Africa 1/

Introduction

Examination of the situation of women, their integration in development, and population factors, 2/ has revealed these current realities:

(1) Women are fully engaged in economic and social tasks in the traditional sectors of African life, often to the point of exhaustion and ill health, yet little progress has been achieved in making their tasks less burdensome and more productive.

(2) The traditional role of African women in economic life is neither evident nor acknowledged in the modern sectors of agriculture, industry, commerce and government, 3/ nor is their potential contribution to the modern sector included in development planning.

(3) The lag in opportunities for women has a serious effect on population factors, and both have detrimental effects on development. High rates of birth, coupled with high rates of maternal, infant and child mortality are the commonest pattern in Africa, although low fertility among women in some areas, resulting from the poor situation and poor health of women, also occurs, causing anxiety in those families and countries affected.

At the Regional Seminar for Africa on the Integration of Women in Development, with Special Reference to Population Factors, Addis Ababa, June 1974, guidelines were drawn up by which national Governments and local bodies, as well as international and regional organizations, might take action to integrate women more fully into development and influence population factors. These guidelines constitute this Plan of Action for the Integration of Women in Development.

Participants at the Seminar recommended that each country should identify its own priorities within the Plan, as appropriate to the national development strategy. It was recognized and welcomed that the Plan of Action would in some areas reinforce current national development plans.

The Plan should be implemented within 10 years, with a mid-term review of progress. It will commence in 1975, International Women's Year, and have its mid-term review in the final year of the Second United Nations Development Decade, 1980.

As many of the changes are achievable only on a long-term basis, the guidelines include both short-run and long-run strategies. Because the vast majority of African people still live in rural areas, where poverty is often acute, actions related to rural life are given greater attention than those directed to urban areas.

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1/ Formerly issued under the symbols ST/EFA/SER.B/6/Add.1 and E/CONF.66/BP/3.

2/ "The data base for discussion on the interrelations between the integration of women in development, their situation on population factors in Africa" (E/CN.14/SW/37), May 1974.

3/ See Report of the Regional Conference on Education, Vocational Training and Work Opportunities for Girls and Women in African Countries, Rabat, Morocco, 20-29 May 1971, para. 22.

The situation of women varies across the continent. Thus implementation of the Plan, and the urgency of particular actions within it, may also be expected to vary from country to country.

The participants in the Seminar laid special emphasis on the importance of ensuring the availability of resources, both human and financial, for the implementation of the Plan. With regard to financial resources it was stressed:

(a) That all available sources of support should be explored, including community resources and those of the various private funding agencies;

(b) That programmes for implementing the proposals should be given priority in national development plans, and that this could improve their chances of attracting international and bilateral assistance;

(c) That special efforts should be made to inform both the donors and the recipients of such assistance regarding the importance of the integration of women in the process of development.

#### A. Organizational machinery

Efforts to widen opportunities for women to participate in development will require action by society at large through its governmental machinery, non-governmental organizations, and other groups and individuals, all of which may be supported by international and regional organizations. Appropriate machinery and administrative procedures are essential.

#### Plan of action

(1) On the national level: Where such machinery does not already exist on the national policy and planning level, the following should be established:

National commissions on women and development, consisting of leading men and women who would make policy recommendations and action proposals; 4/

Women's bureaux or permanent secretariats of national commissions, to undertake research, to formulate projects and programmes, and in general to seek the integration of women in all sectors of economic and social development; 4/

An interdepartmental body of experts, consisting of men and women from various fields (such as health, education, nutrition, agriculture, training, employment, social affairs, communications and information, population, law, trade, industry), to ensure co-ordination of programmes and adequate representation within national policies and planning;

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4/ Ibid., chap. I, sect. E.

A non-governmental organizations co-ordination committee, which might assist in organizing women to seek representation in decision-making bodies, to work towards changing attitudes, to supplement public resources and facilities, and to promote international collaboration and exchange of information and experience. The non-governmental organizations should also take action to implement recommendations of national, regional and international conferences relevant to women's roles.

(2) On the regional level: The Economic Commission for Africa is unique among the regional commissions in that it has already established a long-term programme for the integration of women in development. The role of the Commission in stimulating national implementation of the Plan of Action was explored and the establishment of the following additional machinery was proposed:

Africa Regional Standing Committee on the Role of Women in Development, 4/ to co-ordinate the work of the national commissions, to advise the ECA Women's Programme, and to co-operate with international and regional organizations, especially the All-Africa Women's Conference;

Pan-African Research and Training Centre for Women, 5/ to assist Governments and voluntary agencies, including women's organizations, in strengthening the roles of women in the Africa region. The functions of the Centre would include:

Itinerant national training in rural development techniques, small industries, co-operatives, and communications;

Research and collection of information, with special attention to harmonization of data, development of indicators of women's participation, and diffusion of information;

A revolving fund, to support co-operative and/or individual entrepreneurship among women;

An African Women's Development Task Force, which would allow skilled women from one part of the region to serve in another area when so requested.

The programme of the Centre should stress subjects such as those related to lightening women's work, to improving administrative procedures for women's organizations, co-operatives or trade unions, to generating income-producing activities, to family life, education, and to establishing national machinery to augment women's work for development. Moreover, it would assist national organizations in their submission of applications for foreign assistance. It should also act as a clearing-house for the exchange of innovative ideas among the countries of the region. The subregions of Africa should be represented on the staff of the Centre, and particular attention should be given to top-level representation from French-speaking countries.

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5/ Recommended by the All Africa Women's Conference, the Addis Ababa Regional Meeting, 1969 and the Rabat Regional Conference 1971.



(3) By the mass media: Special measures should ensure that wide publicity is given to the Plan of Action through all means of communication - radio, press, television and cinema. Efforts would also be made to enlist the energies of those agents of change and opinion leaders who communicate the ideas of development at the local group and interpersonal levels.

#### B. Education and training

The failure of girls and women to be educated and trained equally with men leads to the marginal participation of women in development efforts and in modern economic activities. The results are limited roles for women and inadequate training for the employment opportunities that may be available. A definite correlation has been found to exist between education for females and smaller family size, but the effect of education on fertility is often lost when the education does not result in rewarding employment. Co-ordination of education, training and employment strategies is therefore desirable for both developmental and demographic reasons.

It was deemed necessary to ensure equal access by girls and boys to education at all levels and to encourage parents to permit girls to continue their education beyond the primary level. Special efforts should be devoted to reducing the school drop-out rate among girls. There should be an integrated approach to education and training, emphasizing needed community skills.

#### Plan of action

(1) Provide short-term compensatory programmes for women and girls - in literacy, numbers and non-formal education programmes;

(2) Introduce training programmes for women at the village level in modern farming principles and use of equipment, agriculture and fishing, co-operatives, entrepreneurship, commerce and marketing (for example credit, book-keeping, and consumer education);

(3) Reform school curricula and ensure equal curricula choices for girls and boys, including agriculture and other employment-oriented subjects;

(4) Revise educational material to fit national needs and facilitate changes in attitudes, and include courses on population education and family life education in school curricula at all levels as well as in programmes of non-formal education;

(5) Provide social and vocational guidance for girls as well as boys, encouraging girls to equip themselves for a wide choice of employment opportunities.

#### C. Employment

To be integrated into the development effort means to have the legal right, as well as access, to the available means for self-improvement and societal improvement. Important in this respect are opportunities for both wage-employment and the generation of income through self-employment or family-employment. Unless there is greater participation by women in all areas of employment, the objectives of development itself will be hindered. Moreover, increased gainful employment and opportunities for self-employment can be expected to contribute to changes in fertility levels. Government departments and other appropriate bodies should establish positive policies and targets for the employment of women in both the public and the private sectors. Special emphasis should be given to the employment of women at the policy and planning

levels, including service on international bodies and representation on delegations to foreign countries, and service in the secretariats of the United Nations and in other organizations within the United Nations system, including the specialized agencies.

#### Plan of action

- (1) Promote employment policies and strategies to incorporate specifically provisions for wage and salaried employment, co-operative and self-employment for women;
- (2) Provide public services and facilities, including those for child care, in order to support women in their multiple roles of employee, homemaker, and mother;
- (3) Integrate manpower and education policies;
- (4) Apply principles of equal access to all economic activities, including equal pay, availability of credit, technical services, and training;
- (5) Promote opportunities for employment of women in decision-making and policy positions;
- (6) Develop programmes for integrated rural development to increase gainful employment opportunities for both men and women, and improve rural infrastructure (roads, water supplies, electricity, village-based services);
- (7) Recognize the major role of rural women in the agricultural and marketing sectors, and provide training, equipment, village technology, public transportation, water and other facilities to increase their productivity and to improve their lives and the lives of their families and societies.

#### D. Communications mass media

Because the mass media may influence thinking and shape opinions, they can play an important role in the formation of new attitudes concerning the roles of men and women in society. The mass media may promote the integration of women in development by helping to remove prejudices by publicizing the need for women to contribute their talents as full partners with men and their capability of doing so.

#### Plan of action

- (1) Support of governmental and non-governmental organizations for research on the mass media to determine the image of men and women they portray, their influence in changing attitudes on traditional roles of women, and their capacities to stimulate those legislative and cultural changes resulting in greater equality of men and women.
- (2) Vigilance by governmental and non-governmental organizations over communications material to ensure that information shall be provided to men and women on the current situation of women and how such a situation can be improved, on the changing roles of men and women in contemporary society, and on employment and training programmes for the advancement of women.
- (3) Efforts by governmental and non-governmental organizations to achieve a greater share for women of the decision-making positions within mass-media employment.

## E. Health, nutrition and social services

Improved access to health, nutrition and other social services is essential to the full participation of women in development activities, and to a general improvement in the quality of life. To be fully effective, these services should be integrated into over-all development programmes, with priority given to rural areas. While the primary objective of such services is social and economic development, they also have a significant impact on fertility and on population growth.

### Plan of action

- (1) Provide easily accessible water supplies (including wells, dams, catchments and piping) for safe potable water to improve health conditions and to reduce the burden of carrying water (which falls mainly on women and children);
- (2) Strengthen basic health services, using trained medical and paramedical workers to the fullest extent, including in such services the provision of contraceptives with adequate follow-up for protection of the health of the users;
- (3) Develop nutrition programmes for boys and girls, women and men, including nutrition education in all schools, and improve local food production, processing, preparation, storage and conservation;
- (4) Provide supportive services for the family, including unified health care delivery systems, child care, assistance to the mother, and advice on the growing and use of local foods;
- (5) Expand the coverage of programmes for old-age pensions, unemployment insurance, and social welfare assistance, in order to help guarantee a minimum level of social and economic security for all persons.

## F. Population

Social, economic, and demographic factors are closely interrelated, and change in one or more invariably involves all. Alterations to the pattern in which women have been denied full participation in the development process involves, among other things, changes in certain crucial demographic variables such as age at marriage, age at birth of first child, spacing of children, and total number of children. A decisive factor in such changes is enabling women to determine, in relation to work and family values, when and how often to bear children.

### Plan of action

- (1) Raise the minimum age of marriage where appropriate;
- (2) Make available to individuals and couples, through an institutionalized system such as a national family planning programme, the information and means to enable them to determine fully the number and spacing of their children, and to overcome sterility;
- (3) Involve men as well as women in the effort to ensure responsible parenthood;
- (4) Ensure balanced demographic, economic and social development by closely relating population policies and programmes with measures to improve the situation of women;
- (5) Utilize all humanitarian means (including adequate social security for the aged) to encourage the family size that is appropriate to national objectives;

(6) Promote awareness of the deleterious effect, on the health of the mother, of pregnancies during early adolescence and beyond the age of 35 years, and awareness of the decreased chance of survival of the child;

(7) Provide education on maternal and child health, and on the means for improving the conditions of infants and young children;

(8) Provide services to improve the conditions of elderly persons, particularly in the rural areas.

### G. Research, data collection and analysis

Despite a relative abundance of some varieties of demographic, economic and social data, the indicators which would explain the situation of women are not readily available. These indicators can be developed, however, once the need for them is understood. It is difficult, but not impossible, to measure the extent of women's present involvement in economic activities, and the positive and negative impact of modernization and development efforts on their work-loads and their lives. Moreover, the various factors that may facilitate or constrain the provision of wider opportunities for women and the establishment of population policies are not adequately studied. Such data are needed as bases for action programmes, for the evaluation of interrelationships, and for assessing the effectiveness of programmes.

#### Plan of action

(1) Promote collection of relevant material and develop simple indicators on the quality of life; and on changing conditions of women, including those pertaining to education, employment, food and nutrition, access to health services, and availability and disposition of income;

(2) Include, in censuses and surveys, data according to urban and rural residence within that collected for sex, age, marital status, family composition, education and skill levels, and participation in both modern and traditional economic activities;

(3) Measure the extent of women's activities as regards food production (cash-crop and subsistence), water and fuel supply, marketing, transportation, and participation in local and national planning and policy-making;

(4) Study the causes and effects of the prevailing images of women and their roles, including cultural roles;

(5) Study the division of labour and the time-budgets for women as compared with those of men, with regard to both economic and household activities;

(6) Encourage data collection as a part of all programmes and encourage universities and other bodies to conduct research on family and household situations including the extent of households in which the head is a woman, and on the economic, social and demographic benefits of the wider participation of women;

(7) Establish mechanisms for the exchange of information and experience;

(8) Conduct research to support the planned use of communications media and of agents of change within activities for the integration of women in development and for the modification of demographic patterns;

(9) Carry out studies on the effects of polygamy upon women, for example on the threat posed by younger wives to continuation of economic and social security for older wives.

#### H. Legislative and administrative measures

Legislative and administrative measures can be instruments for accomplishing the full integration of women in development. The passage of laws, the enactment of administrative measures, and the enforcement of these can open up equal opportunities and equal responsibilities for women in the economic, social, political and cultural life of their countries. Through them, Governments can guide and institutionalize changes in attitudes towards the role of women and can enable women to achieve the equality with men that is envisioned in the Charter of the United Nations, in the Universal Declaration of Human Rights, in the Declaration on the Elimination of Discrimination against Women, in various international labour standards, and in other international instruments.

Where such legislation does not exist, women's organizations should support its introduction, and where the legislation does exist, they should investigate the extent of its implementation. Public information campaigns should also ensure that women as well as men shall have a full understanding of their legal and civil rights, and that they shall be aware of measures they can take to enforce those rights.

#### Plan of action

(1) Accord women equal rights with men in the field of civil law and, in particular:

(a) The right to equality in legal capacity, including the right to contract, sue and be sued;

(b) The right to acquire, administer, enjoy, dispose of and inherit property, including property acquired during marriage;

(c) The same rights as men with regard to the law on the movement of persons;

(2) Accord women equal status with men in marriage and, in particular:

(a) The same right as men to free choice of a spouse and to enter into marriage only with their free and full consent;

(b) The same rights as men during marriage and at its dissolution, particularly in respect to property rights;

(c) The same rights as men with respect to parental rights and duties;

(3) Remove legal and other restrictions on the dissemination of information concerning family planning and on the sale and distribution of contraceptive devices;

(4) Provide legal aid, where possible free of charge, in both rural and urban areas;

(5) Promote the ratification by national Governments of the conventions of the International Labour Organisation, especially where these concern the provision of benefits to women.

#### I. Summary

Women in the region of the Economic Commission for Africa have a crucial role to play both in the development of their countries and in the solution of problems arising from current and future demographic trends. In recognition of this, the recommendations of the Seminar seek to draw greater attention to the needs and the possibilities for action related to promotion of greater integration of women in development. The guidelines include both short-run and long-term strategies for change, and they give special attention to basic improvements at the local level. Although specifics on the condition of women and on the current activities of Governments vary throughout the region, broad agreement has been possible on several general areas deserving priority attention. It is therefore hoped that improving conditions for women, and expanding their opportunities in such fields as education and training, employment, health, and public life, will be seen not only as a matter of social justice, but also as a significant means of achieving developmental and desired population goals, and further enrichment of the culture and personality of all African peoples.

## Chapter III

### RESOLUTIONS AND DECISIONS ADOPTED BY THE CONFERENCE

#### 1. Research and training for the advancement of women in Africa

##### The World Conference of the International Women's Year,

Considering the increasingly important role of African women in the political, economic, social and cultural affairs of their countries,

Considering the need to establish all the conditions required for education, training and the elimination of illiteracy in order to ensure more effective participation of African women,

Considering the precarious situation of the great majority of women in Africa and the consequent need for vigorous and comprehensive action,

Considering the objectives of the Pan-African Women's Organization relating to the acceleration of the advancement of African women,

Considering the decision of the Pan-African Women's Organization to establish a training centre at the organization's headquarters,

1. Welcomes the decision of the ECA Conference of African Ministers at Nairobi to establish an African Training and Research Centre for Women (resolution 269 (XII)) of the Economic Commission for Africa, of 28 February 1975; 1/
2. Supports the decision of the Pan-African Women's Organization to establish also a training centre for the advancement of women;
3. Recommends close collaboration to further the aims and objectives of these two African centres;
4. Calls upon all Governments and upon non-governmental organizations concerned to contribute to the development of these centres for the benefit of African women;
5. Calls upon United Nations specialized agencies to give all assistance and advisory services to the development of these centres for the benefit of African women.

#### 2. International co-operation under projects designed to achieve the objectives of the World Plan of Action

##### The World Conference of the International Women's Year,

Recalling General Assembly resolution 3010 (XXVII) of 18 December 1972,

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1/ Official Records of the Economic and Social Council, Fifty-ninth Session, Supplement No. 10 (E/5657), part III.

Bearing in mind the Programme of concerted international action for the advancement of women, 2/

Recalling the International Development Strategy for the Second United Nations Development Decade, 3/

Bearing in mind Economic and Social Council resolution 1850 (LVI) of 16 May 1974 establishing the Fund for the International Women's Year,

Taking note of the desire expressed by many delegations to extend the Fund beyond the end of the Year,

Noting the complexity of the usual procedures with respect to assistance and international co-operation,

1. Recommends the simplification of the procedure governing assistance to projects designed to promote the complete integration of women into the process of development, and the implementation of such projects under the effective responsibility of national experts;

2. Requests the Governments concerned to take all appropriate measures to entrust the direction of such projects to the fullest possible extent to women having the requisite competence;

3. Recommends to the Economic and Social Council that it request the Secretary-General and the United Nations specialized agencies to draw up an adequate plan of assistance with respect to this matter, taking into account the needs and priorities of countries.

3. The status of women in South Africa, Namibia and Southern Rhodesia

The World Conference of the International Women's Year,

Referring to the Charter of the United Nations and the Universal Declaration of Human Rights,

Bearing in mind the numerous relevant General Assembly and Security Council resolutions condemning the policy of apartheid in South Africa and Southern Rhodesia, and the illegal occupation of Namibia,

Bearing in mind General Assembly resolution 2919 (XXVII) of 15 November 1972, instituting a decade for action to combat racism, apartheid and racial discrimination, as well as General Assembly resolution 3151 (XXVIII), of 14 December 1973,

Aroused to the highest indignation by the policy of apartheid in South Africa, Namibia and Southern Rhodesia, whose essence is the denial of the most elementary

2/ General Assembly resolution 2716 (XXV) of 15 December 1970.

3/ General Assembly resolution 2626 (XXV) of 24 October 1970.



rights of peoples to freedom and dignity and the degradation of the human person, and which, with particular regard to the status of women, is manifested in:

(a) The frequent compulsory separation of women and children from the father of the family and their almost total immobilization in reservations,

(b) The impossibility of having access to adequate medical care, even within the context of maternal and child welfare,

(c) The difficulty of access to the most elementary education and, to a still greater degree, to vocational training,

(d) The consequent absence of choice with regard to employment, which restricts women to menial occupations,

Aware that apartheid is a crime against humanity and a crime of genocide, whose primary victims are women, and that its eradication is a matter of concern to all humanity,

Gravely disturbed by the constant disregard by South Africa of the appeals made by the international community contained in the resolutions, decisions and recommendations of the General Assembly, the Security Council and the International Court of Justice (21 June 1971), 4/ and its refusal to put an end to the practice of apartheid, which constitutes a threat to international peace and security,

Firmly convinced that apartheid and racial discrimination in all their forms and manifestations constitute the total denial of the purposes and principles of the Charter of the United Nations and the objectives of the World Conference of the International Women's Year,

Taking into account General Assembly resolution 2919 (XXVII) on the Decade for Action to Combat Racism, Apartheid and Racial Discrimination,

1. Vigorously condemns the minority régimes of South Africa, Namibia and Southern Rhodesia for their obstinate policy of oppression and contempt for the efforts of the United Nations and the patience of the international community;

2. Supports the oppressed peoples of South Africa, Namibia and Zimbabwe in their struggle for the total eradication of apartheid;

3. Urges the women of the entire world to become aware of the role they can and must play in enabling the women of those areas to recover their human dignity;

4. Further urges all Governments to apply political, economic, social and military sanctions (not to sell or give armaments or technical military assistance or help of a similar military character) with the aim of isolating the minority and racist régimes;

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4/ Legal consequences for States of the continued presence of South Africa in Namibia (South West Africa) notwithstanding Security Council resolution 276 (1970), Advisory Opinion of 21 June 1971: I.C.J. Reports 1971, p. 16.

5. Notes with satisfaction the efforts of the United Nations and the Special Committee against Apartheid to promote concerted international action to eliminate the scourge of apartheid and racial discrimination;

6. Invites the Secretary-General of the United Nations and all the United Nations specialized agencies to initiate studies on the effects of apartheid on the status of women and to present a report to the Special Committee against Apartheid and to the Commission on the Status of Women;

7. Calls upon South Africa to terminate immediately its illegal occupation of Namibia;

8. Urges all States, United Nations organizations, and intergovernmental and non-governmental organizations to support the peoples of the southern part of Africa by adopting measures, such as:

(a) Implementing United Nations resolutions bearing on the elimination of racism, apartheid, racial discrimination and the liberation of peoples under colonial domination and alien subjugation;

(b) Ensuring the immediate termination of all measures and policies, as well as military, political, economic and other activities, which enable racist régimes in southern Africa to continue the repression of the African people;

(c) Providing full support and assistance, morally and materially, to the peoples that are victims of apartheid and racial discrimination and to the liberation movements;

(d) Cessation of emigration to South Africa;

(e) Ensuring the release of political prisoners in South Africa and of those subjected to restrictions for their opposition to apartheid;

(f) Providing moral and material support to the national liberation movements and victims of apartheid and racial discrimination.

#### 4. Role of the United Nations system in implementing the World Plan of Action

##### The World Conference of the International Women's Year,

Convinced of the urgent necessity of implementing without delay the World Plan of Action for the Implementation of the Objectives of the International Women's Year at the national, regional and international levels,

Recognizing that the United Nations system of organizations has a significant role to play in assisting Governments to implement the World Plan of Action and effect the necessary changes to improve the world condition of women and increase their participation in the development process,

Recognizing further that the implementation of the World Plan of Action will require additional staff and financial resources at the national, regional and international levels,

1. Urges Governments to allocate sufficient staff, particularly women staff, and funds in their national plans for implementing the World Plan of Action and, in particular, the minimum targets to be achieved by 1980 in the fields of education and vocational training, literacy, health and nutrition and essential supportive social services and other measures which will improve the living conditions and quality of life for women, particularly rural and poor urban women;

2. Urges all organizations in the United Nations system to provide whatever additional staff, particularly women staff, and financial resources are necessary to implement the Plan effectively;

3. Recommends to the Economic and Social Council that it request the Secretary-General of the United Nations to take the necessary steps:

(a) To provide, within the framework of the regional commissions the staff and other resources necessary for the development of regional programmes to implement the Plan of Action and to improve the condition of women;

(b) To strengthen the Secretariat unit at United Nations Headquarters responsible for implementing the Plan appropriately and to expand its scope in order to enable it to support more effectively existing programmes and develop new ones, acting in co-operation with all organizations of the United Nations system;

4. Recommends to the Economic and Social Council the continuing operation of the Commission on the Status of Women or some other representative body within the structure of the United Nations, designed specifically to deal solely with problems relating to the status of women, so as to ensure the implementation of ongoing projects designed to carry out the programmes set forth in the World Plan of Action and to provide an international forum for the interchange of views and the formulation of internationally acceptable principles pertaining to the status of women.

## 5. Women and health

### The World Conference of the International Women's Year,

Recalling that the international community has proclaimed that the full and complete development of a country, the welfare of the world and the cause of peace require the maximum participation of women as well as men in all fields,

Recognizing that the full participation of women in social, political and economic life is inhibited to a large degree by the inability of many women to enjoy good health,

Recognizing that there are shortages of medical and paramedical personnel and services, and myths, prejudices and taboos which prevent a full understanding of the particular health problems of women,

Considering that Governments should recognize the particular health needs of women of all ages and in all situations, including the needs of women with many children, few or none, those past childbearing age and those before, and the right of individuals and couples to decide freely the number and spacing of their children,

Considering that Governments should be aware of the particular forms of violence and cruelty, both physical and mental, that are perpetuated against women,

Recommends that Governments exercising their sovereign powers, should:

(a) Give high priority to and ensure adequate investments in community health programmes, mobile units and the education and informing of women of their basic health rights;

(b) Introduce effective measures for the prevention of all forms of discrimination and cruelty against the well-being of women, which keep them from participating actively in the political, economic and social development of their community and which violate their human rights;

(c) Exercise constant vigilance and provide adequate aid and assistance where suffering results from the lack of understanding of institutions, in particular in health, maternal and child care and family planning services;

(d) Establish priorities in medical research and in the training of health personnel for the prevention and cure of health problems of women, so that the present confused and inadequate state of knowledge relating to health problems experienced by women can be rectified.

6. Participation of women in the seventh special session of the United Nations General Assembly and in other meetings of the various bodies of the United Nations

The World Conference of the International Women's Year,

Referring to General Assembly resolution 3010 (XXVII) of 18 December 1972,

Recalling the International Development Strategy for the Second United Nations Development Decade, 5/

Bearing in mind the Declaration on the Elimination of Discrimination against Women, 6/

Bearing in mind also the many resolutions of the Commission on the Status of Women,

Noting the importance of the role of women in the establishment of the New International Economic Order as envisaged in the Declaration and the Programme of Action adopted by the General Assembly at its sixth special session, of which the Charter of Economic Rights and Duties of States constitutes an effective instrument,

Noting the limited extent of participation of women in international meetings of major political and economic importance, such as the sixth special session of the United Nations on raw materials and development,

5/ General Assembly resolution 2626 (XXV) of 24 October 1970.

6/ General Assembly resolution 2263 (XXII) of 7 November 1967.

1. Requests all Governments to ensure the participation of women in the seventh special session of the General Assembly devoted to development and international economic co-operation;
2. Recommends that the delegations of countries to the various committees of the General Assembly and the various bodies of the United Nations should be comprised of men and women without discrimination;
3. Requests all Governments to take measures to ensure the full participation of women in decision-making at all levels in their countries;
4. Further requests the Secretary-General to do everything possible to bring about the actual promotion of women on a broader scale to posts of the highest responsibility within the United Nations system, taking into account the principle of equitable geographical distribution;
5. Recommends the inclusion in the agenda of the General Assembly, whenever appropriate, of an item relating to the status of women;
6. Recommends to the Economic and Social Council that it urge the Secretary-General to take all necessary measures for the implementation of the present resolution.

#### 7. Prevention of the exploitation of women and girls

##### The World Conference of the International Women's Year,

Considering that prostitution is one of the most grievous offences against the dignity of women,

Reaffirming its support for the Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others, adopted by the General Assembly in its resolution 317 (IV) of 2 December 1949,

Recognizing that in the de facto situation, the practice of prostitution and exploitation of women and young girls is still prevalent in many countries, as a result of socio-economic conditions,

Concerned with the injustice and suffering imposed especially on women who are forced into prostitution,

1. Urges Governments of countries where the practice of prostitution and exploitation of women and young girls still exists, in their efforts to abolish prostitution, to take energetic action to put an end to forced prostitution and the traffic in women, both of which are forms of exploitation;
2. Further urges those Governments to adopt measures to avert the forced recruitment of women and young girls into prostitution, not confining themselves to repressive measures but adopting also measures to promote the rehabilitation of prostitutes;
3. Requests the Secretary-General, in co-operation with the specialized agencies concerned, to explore, in conformity with General Assembly resolution

3218 (XXIX) of 6 November 1974, the possibility of undertaking a world-wide survey of houses of prostitution where torture is practised.

8. The situation of women in the employ of the United Nations and specialized agencies

The World Conference of the International Women's Year,

Recognizing that several elements of the United Nations system have in the last several years studied the whole range of problems affecting the situation of women throughout the United Nations and its specialized agencies,

Noting that the study The situation of women in the United Nations, issued by UNITAR in 1973, 7/ is a compilation of data which confirms the widely known fact that, in comparison to men, the conditions under which women enter the service of the United Nations, work in it, achieve promotion and enjoy its benefits are by no means as equitable as the Charter of the United Nations requires,

Noting that the Secretary-General of the United Nations has set up a Standing Committee on the Employment of Women in the Secretariat, which reports to the Joint Advisory Committee on Personnel, to assist in eliminating discriminatory measures against women employees of the United Nations and to increase the recruitment of qualified women,

Recalling that the Ad Hoc Group on Equal Rights for Women prepared a draft plan of action concerning long-term goals, and presented a petition to the Secretary-General on 7 March 1975 making specific suggestions for promoting equality of treatment of women employees of the United Nations,

1. Recommends that the United Nations, its specialized agencies and all its subsidiary bodies recognize their responsibilities to set an example to Member States in employment and personnel practices and to give priority attention, in the shortest possible time, to the recommendations of the Standing Committee of the Joint Advisory Committee and to the petition of the Ad Hoc Group on Equal Rights for Women;

2. Recommends that efforts be made to bridge the gap in the recruitment of staff, including women, in the Secretariat of the United Nations between the over-represented and under-represented countries, in accordance with the principle of equitable geographical distribution contained in the Charter of the United Nations.

9. Protection of maternal and child health

The World Conference of the International Women's Year,

Considering that urbanization is a rapid process, particularly in the developing countries, and that it has major effects on the health of the family in general and on maternal health in particular,

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7/ UNITAR publication, RR No. 18 (1973).

Being aware of the fact that large migrant populations in the urban areas of these countries live under substandard housing conditions, which have adverse effects on their health,

Considering that four fifths of the world's population still live in rural areas and that efforts must be made to lower the migration rate from rural to urban areas inasmuch as the rural population is an extremely important source of labour for agricultural and food production and at the same time constitutes a specific socio-cultural life style,

Recognizing that the high rate of illegal abortions performed by non-qualified persons is a serious maternal health problem in several developing countries, particularly in the case of migrant women living under substandard housing conditions,

Bearing in mind that the general maternal and child death rate in rural areas of developing countries is even higher than that of urban areas,

Noting that one of the world's most alarming problems consists of malnutrition and nutritional deficiencies, which are much more acute among the destitute inhabitants of both urban areas and semi-urban and rural areas,

Reaffirming that all these problems affecting maternal and child health are intimately related to the socio-economic factors which determine conditions in the countries where they prevail and that the measures to be taken must be congruent with national values and goals and with accepted international principles,

1. Urges Member States:

(a) To attach particular importance to special urban, semi-urban and rural health programmes for providing adequate health services to the population;

(b) To give special attention to the development of primary health services in which the community identifies and recognizes its own needs and takes part in the establishment of priorities and in the development of health-related activities at the primary level. This system should be supported by a national network of more complex specialized services to care for the entire population, with particular emphasis on the health of women throughout their life cycle; and by services for the care of women and children, including nutrition programmes and programmes for protection against environmental hazards and for health education;

(c) To provide family education and training plans in those countries in which these problems are serious and which offer family planning programmes within the broader context of complete maternal and child health care;

(d) To seek and promote the allocation of additional resources for such policies and programmes;

(e) To promote maternal and child-care and day-care services for working women;

(f) To promote an over-all approach to health care as determined by the problems of each country in all the curricula of teaching and training institutions

in the field of health, and, within this context, develop specific training programmes related to maternal and child health;

2. Invites the Secretary-General, in co-ordination with relevant specialized agencies, to carry out, within the framework of existing programmes, further research for the improvement of maternal and child health, including nutrition.

#### 10. Access of women to financial assistance

##### The World Conference of the International Women's Year,

Recognizing 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,

Noting the special need for women of low-income groups in rural and urban areas for low-interest loans, which enable them both to establish credit and to attain a firm and viable economic base,

Recalling General Assembly resolutions 3010 (XXVII) of 18 December 1972 and 3275 (XXIX) of 10 December 1974, in which the Assembly proclaimed that International Women's Year, 1975 should be devoted to intensified efforts to ensure the full integration of women in the total development effort,

Recommends that Governments in the countries concerned:

(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 also 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.

#### 11. Research on population and the integration of women in development

##### The World Conference of the International Women's Year,

Recognizing that women's opportunities to realize their full potential as members of society are tempered by the quality and the trends of economic and social development, including their own contribution to it,

Recognizing further that economic and social development cannot be planned with any measure of success without due consideration to the demographic factors of mortality, internal and international migration and population redistribution, fertility and the sex-age composition of the population,



Aware that unless counteracted by deliberate policies to facilitate the integration and well-being of women, development efforts may exacerbate rather than alleviate their present unfavourable condition,

Recognizing that, in view of the diversity of economic, social, cultural and demographic conditions among the developing countries, existing knowledge is vastly insufficient as a basis for such policies,

Noting with appreciation the recommendations relative to women and development contained in the World Population Plan of Action, 8/ in resolution XV on "Population and research" of the World Population Conference, 1974 9/ and in Economic and Social Council resolution 1942 (LVIII) of 6 May 1975 on "Population, the status of women and the integration of women in development",

Emphasizing that the need for population-oriented research upon which to base policies relative to women and development extends to all fields of demography,

1. Recommends that the Economic and Social Council promote and carry out research on:

(a) The impact of population trends upon women's roles in the family and in society;

(b) The relationships between the roles and status of women and their opportunities for active participation in development under varying demographic and development conditions;

(c) The impact of international migration, internal migration and seasonal migration of men upon the quality of family life and the condition of women in particular and the implication, for women and the family, of national laws regulating migratory movements of women and their families;

2. Recommends further that the Economic and Social Council promote and carry out research on:

(a) The economic, social and demographic benefits that may be derived from the integration of women in development;

(b) Ways in which the urban process influences women's roles, conditions of life and opportunities for participation in development and vice versa;

(c) The interrelationship between levels of education, types of marital status and union status and the participation of women in economic activities outside the home, patterns of reproduction, and the cultural, biological and other related factors affecting them;

(d) The relationship of child-bearing to maternal morbidity and mortality, and to infant and early childhood mortality; and the impact of these and other mortality patterns upon conditions of women;

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8/ Report of the United Nations World Population Conference, 1974 (United Nations publication, Sales No. E.75.XIII.3), part one, chap. 1, paras. 42-43.

9/ Ibid., part one, chap. II.

3. Requests that the responsible functional commissions and the specialized agencies, in addition to undertaking the recommended research, analyse and study research on these questions undertaken by governmental and intergovernmental bodies and national research institutes; report to the General Assembly the over-all progress in the accumulation of knowledge in those spheres; and make the results available to Governments for their use in policy formulation, taking due account of national sovereignty and needs.

## 12. Special resources for the integration of women in development

### The World Conference of the International Women's Year,

Recalling that the General Assembly in its resolution 3010 (XXVII) of 18 December 1972 proclaimed the year 1975 as the International Women's Year, with equality, development and peace as general objectives,

Recalling further that the Economic and Social Council in its resolution 1849 (LVI) of 16 May 1974 approved a programme of measures and activities for intensified action for the International Women's Year and in its resolution 1850 (LVI) of 16 May 1974 established a voluntary fund to supplement the resources available to implement the programme for the International Women's Year,

Stressing that one of the most effective ways of contributing to the advancement of women is to ensure that existing projects and technical assistance programmes shall take fully into account the interests of both women and men,

Convinced of the urgent necessity for special resources to implement without delay the World Plan of Action at the national, regional and international levels,

Noting the report of the Group of Experts on the Structure of the United Nations System 10/ established under General Assembly resolution 3343 (XXIX) of 17 December 1974 and in particular the recommendation to set up a United Nations Development Authority which would administer many of the funds now in existence as well as future funds to be established,

Aware that some countries, particularly the least developed ones, have inadequate resources for carrying out programmes and projects for women,

Recognizing the necessity for continuing financial support for these programmes,

Taking into account the need for sustained effort in the attainment of equality for women and for their integration in the development effort and in the quest for peace,

1. Recommends to the General Assembly that it declare 1975-1985 a Decade for Women and Development;

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10/ A New United Nations Structure for Global Economic Co-operation (E/AC.62/9). Subsequently issued as a United Nations publication, Sales No. E.75.II.A.7.

2. Urges Governments to make every effort to implement their national plans of action and in particular their minimum targets to be achieved by 1980;

3. Urges all organizations in the United Nations system to provide the additional resources needed to assist in implementing national plans of action effectively;

4. Urges all Governments, in particular those of the developed countries, and non-governmental organizations to allocate to the United Nations additional resources expressly intended for the integration and participation of women in development, particularly for projects for women in rural areas and the lowest-income groups, including those for the elimination of illiteracy, thus furthering the aims of the World Plan of Action;

5. Urges that priority be given to the needs of the least developed and geographically disadvantaged countries when making allocations from such additional resources;

6. Invites the Secretary-General, in consultation with the specialized agencies and other relevant United Nations organizations, including the regional commissions, the United Nations Development Programme and the United Nations Fund for Population Activities, to present a report to the General Assembly at its thirtieth session, which, taking into account the existing Voluntary Fund for International Women's Year, will advise on the way in which additional funds, contributed for the express purpose of the integration of women in development, could best be canalized and administered through appropriate United Nations bodies.

13. Social security and family security for women, including the elderly and the handicapped

The World Conference of the International Women's Year,

Considering that in many countries women are at a disadvantage as regards the benefits provided by social benefits, especially those relating to social security, and that it is essential that women should share equally in social gains,

Bearing in mind that all women contribute to economic and social development through their work,

Recognizing that society should integrate and provide security for elderly women, as well as for physically and economically handicapped women,

Considering that the establishment and strengthening of institutions and legal standards to provide security to women, including women who are elderly or handicapped or living in poor circumstances, should have high priority,

Taking into account the International Labour Organisation Convention concerning maternity protection, No. 3, 1919; Convention concerning minimum standards of social security, No. 102, 1952; Recommendation concerning maternity protection (agriculture), No. 12, 1921 and Recommendation concerning maternity protection No. 95, 1952,

1. Recommends that Governments should provide benefits for women in order to protect them against risks which may diminish or affect their physical capacity and consequently affect their families;

2. Urges Governments to recognize maternity and parenthood as a social function;

3. Recommends that Governments should take all necessary means to ensure paid leave to all working mothers during pregnancy and delivery and provide job security for mothers for a minimum of one year after delivery, and that maternity benefits shall be a charge on social security and that both employers and workers shall be asked to contribute, whether or not the employers employ women,

4. Recommends that Governments should ensure free medical care to all citizens whose economic circumstances require it and provide special services to mothers during pregnancy and delivery and to newborn infants and children up to the age of five years;

5. Urges Governments to promote the establishment, where appropriate, of day-care, educational, recreation and social centres as a means of furthering the integration into society of women, their dependent children and women who are elderly or handicapped or living in poverty;

6. Recommends that States Members of the United Nations, the competent bodies of the United Nations and the specialized agencies should carry out, within the framework of their existing programmes, special studies on the situation of women, in particular the aged or handicapped, and, in particular, on the most appropriate means of protecting them from the risks associated with their condition and on the most effective measures for achieving their reintegration into socially active life;

7. Urges Governments to provide social and rehabilitation services for physically, mentally or economically handicapped women of all ages.

14. Research for the formulation of policies concerning the integration of women in the development process

The World Conference of the International Women's Year,

Recalling General Assembly resolution 2716 (XXV) of 15 December 1970, calling for a programme of concentrated international action for the advancement of women, in order to achieve certain objectives and targets in the Second United Nations Development Decade,

Mindful of the growing international awareness that development is not limited to economic growth but is a complex social progress towards well-being and equity,

Conscious of the fact that development research has been focused almost exclusively on the economic and technological aspects of development,

Conscious also of the fact that women's activities have received insufficient attention in development research,

Noting therefore the lack of both quantitative and qualitative data on the position of women and their role in different areas of activity, which data are needed for the formulation of adequate policies to promote the integration of women in the total development process, in developed as well as in developing countries,

1. Requests the Secretary-General, in close consultation with the appropriate agencies and institutions within the United Nations system, to establish a system-wide United Nations research programme on the position and role of women in development in order to obtain quantitative and qualitative data needed for the formulation of policies to promote the full integration of women in development in the various regions of the world:

2. Requests the Secretary-General therefore:

(a) To report on the ongoing research within the United Nations system, both at the regional and the national level, on the role and the position of women in development;

(b) To report to the Economic and Social Council at its sixtieth session on the ways and means in which the proposed research programme can be organized and financed within the institutional framework of the United Nations;

(c) To provide, within the existing United Nations organs, for the dissemination of information on the status of research on the position and role of women in development.

### 15. Family planning and the full integration of women in development

#### The World Conference of the International Women's Year,

Considering that the full integration of women in development cannot be achieved without improvement in health, education and training for employment,

Recognizing the necessity, in the process of integrating women in development, of providing women with the information and means to enable them to determine the number and spacing of their children,

Noting that the findings of the Special Rapporteur on the interrelationship of the status of women and family planning, as endorsed by the Commission on the Status of Women and the Economic and Social Council, 11/ stressed the interrelationship between the promotion of family planning and social welfare and the role and status of women in the context, inter alia, of national development,

Recognizing also that the importance of the over-all development process, the status and role of women, and population factors were explicitly recognized by the seminars held in the regions of Africa and of Asia and the Pacific on the subject of the integration of women in development with special reference to population factors,

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11/ Council resolution 1854 (LVI) of 16 May 1974.

Aware that women in many parts of the world are demanding access to advice on family health services and the spacing of their children and that lack of access to such services has caused hardship and suffering to women and their families and has given rise to substantial social cost, including the adverse effect it has on the health of the woman and her child,

Considering that the expansion of the activities of the organizations of the United Nations family in the form of projects that benefit women and ventures designed to remedy the situation of disadvantaged groups would benefit women all over the world, especially those in the poorest countries,

Endorsing the view that population is but one factor in the development process and must therefore be considered equally with other economic, social and environmental factors,

1. Calls on Governments, the specialized agencies and the organizations within the United Nations system to implement the World Population Plan of Action; 12/

2. Calls on Governments, consistent with their national policy, as far as possible:

(a) To provide adequate facilities for the formal and non-formal education for women and girls, especially those in rural areas, to ensure that full advantage shall be taken of family health services;

(b) To make available to nursing mothers and their children the necessary health services within easy reach, coupled with programmes of education in maternal health and child welfare as an integral part of health programmes;

(c) To make available to all persons the necessary information and advice and adequate facilities and services within easy reach to enable women who so desire to decide on the number and spacing of their children, and, furthermore, to prepare young people for responsible parenthood;

(d) To include women on all boards and policy-making bodies at all levels in relation to the numbers of men, especially in socio-economic development plans and population policies;

3. Requests the Executive Director of the United Nations Fund for Population Activities and the Administrator of the United Nations Fund for International Women's Year to co-ordinate their activities to ensure the optimum utilization of existing resources;

4. Requests the Secretary-General to invite the Commission on the Status of Women and the Population Commission to consider measures to achieve the fuller integration of women in the development process and to submit such recommendations for consideration by the Economic and Social Council at its sixty-second session.

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12/ Report of the United Nations World Population Conference, 1974 (United Nations publication, Sales No. E.75.XIII.3), part one, chap. I.

## 16. Popular participation

### The World Conference of the International Women's Year,

Recognizing that no world plan of action can encompass or deal with all the needs of all the women in the world, and that without the conscious participation of its citizens no national Government can do all that needs to be done to achieve equality among women and men,

Bearing in mind that full equality among individuals can be achieved only through equal opportunities and other measures for access to education, economic activity, political participation and participation in all forms of culture,

Considering that voluntary work performed by national groups is demonstrating the benefits of this mechanism for strengthening local values and for the development of the community,

Convinced that women themselves must organize together in groups to help themselves achieve the goals of equality, development and peace,

Further recognizing that when individuals gather together in groups, they gain experience, confidence and a sense of their own dignity and personal worth,

Affirming that development requires solidarity and that in that effort women and men must have equal opportunities and duties of participation,

1. Recommends to Member States that they sponsor voluntary social promotion programmes, such as self-help groups, co-operative women's groups and other organizations at all socio-economic levels as an integral part of general local self-help popular projects or programmes aimed at national, economic and social development;

2. Recommends further that the voluntary social movement should be composed of nationals and permanent residents of the countries in question and should respond to the social conscience of the respective countries;

3. Recognizes that the participation of women in voluntary services such as self-help groups and co-operative women's groups must have as the basic objective the initial incorporation of such women in productive and socially useful activities in order to improve the living conditions of women and those of their families and communities and further ensure their effective and non-discriminatory integration in the development process.

## 17. The family

### The World Conference of the International Women's Year,

Aware that the family is the primary and fundamental nucleus of society and fulfils its mission in an organized community,

Bearing in mind that it is the fundamental institution of natural origin, distinguished by its character as a community of unity, love and life, which forms its members in their individuality and serves as the first school of social relations,

Realizing that the family should be the place in which the cultural heritage of the past is transmitted and renewed in the interests of attaining the ideals of equality and freedom, peace and international justice,

Recognizing that it ensures the full protection of those of its members who are in the process of "formation", children and young people, and makes itself responsible for giving preferential attention to the elderly, in recognition of their contributions and experience, both present and past,

Noting that man and woman form two aspects of the same vital essence and, united, make human life possible,

1. Urges States to treat the family as an object of special protection and to recognize its rights with respect to its formation and its defence, establishing the legal equality of the spouses;

2. Recommends that States should guarantee the freedom of individuals and couples freely to decide the number and spacing of their children within the context of the national sovereignty of each country and of the interrelationship between that national sovereignty and social and economic factors;

3. Suggests to States that urbanization policies should be aimed at creating an atmosphere conducive to the strengthening of family ties and that community services should be aimed at the different generations in the family nucleus, thus helping to create true family communities;

4. Expresses the hope that States will recognize the family as one of the most important nuclei of society in the conviction that the members of the family, considered individually, cannot develop fully if their natural context, the family, is lost sight of;

5. Recommends further that the family should be encouraged to play an active role by the granting to it of the right of direct participation in the work of bodies concerned with education and social services.

## 18. Political and social participation

### The World Conference of the International Women's Year,

Recognizing the increasingly important role of women in building more just



national societies, and in the struggle for fundamental national rights and self-determination of peoples and against wars of aggression, in establishing a new international economic order and in strengthening peace and security and disarmament,

Convinced that the participation of women as agents of national and international economic, social and political change is fundamental in the sense that the woman has a specific role to play, and declaring that the recognition of this participation is not a gratuitous concession on the part of the international community but an act of justice owed to women by virtue of their valuable contribution to the development of humanity throughout history,

Aware that although women constitute half the population, their situation in the greater part of the world is that of the exploited in relation to that of men and that this inequality is founded both on unjust economic and social orders and on cultural values constituting behaviour patterns which continue to underestimate the role of women in spite of economic, social and technological advances,

Convinced that inter alia colonialism, racism, apartheid, alien domination, racial discrimination, acquisition of land by force and the armaments race impede the active participation of women as well as of men in all fields of endeavour,

Recognizing that impeding the economic, social and political participation of women is contrary to the instruments of the United Nations concerning human rights,

Convinced also that it is necessary to undertake far-reaching transformations in the socio-economic and political-cultural structures that prevent the revaluation of women and their active and mass political, economic and social participation,

Considering that Governments and national, regional and international organizations must take continuing, decisive and effective action in this connexion,

1. Requests Governments to consider the rights of women as an eminently political one requiring urgent and concrete solutions;

2. Further requests Governments, where appropriate, to undertake structural reforms in the economic, social, political and cultural fields that will make it possible to combine economic development with social transformation and will create conditions for the free personal and social development of women and their full and mass participation as equal partners with men in the process of national transformation, thus generating the integrated development of society as a whole;

3. Recommends to Governments where appropriate:

(a) That they should establish national commissions and, where such commissions exist, empower them to serve as ombudsman, institutions or mechanisms at the highest political level where appropriate and in a manner to be determined by Governments in order to ensure the active participation of women in structural

reforms and the achievement of economic and social development and international peace;

(b) That such national commissions, institutions or mechanisms should also promote policies and strategies designed to bring about institutional changes and changes in values and attitudes in both men and women in order to achieve the equality, integration and mass participation of the latter in all economic, social, political and cultural institutions of society as well as at all the decision-making levels of the State;

(c) That the commissions, institutions or high-level national mechanisms to be established or strengthened should report periodically, through appropriate channels, or at least once a year, regarding the national progress made with respect to women's participation in all aspects of social activity, to the United Nations when they deem this to be helpful to the United Nations system, and in order that the Organization may duly evaluate the progress made towards achieving the equality of women at the national and international levels.

#### 19. Women and communications media

##### The World Conference of the International Women's Year,

Recalling Economic and Social Council resolution 1852 (LVI) of 16 May 1974, on the implementation of the Declaration on the Elimination of Discrimination against Women, and of related instruments,

Recalling resolutions 1 (XXIV) of 18 February 1972 of the Commission on the Status of Women and Council resolution 1862 (LVI) of 16 May 1974, 13/

Considering the importance of the mass communication media (radio, television, cinema, the press, magazines, pamphlets etc.) in determining the attitudes and values of the community and in effecting social changes,

Aware that the mass communication media influence ways of thinking and the formation of opinion and can contribute to the adoption of new attitudes regarding the roles of men and women in society,

Recognizing that in many instances the mass communication media tend to reinforce and present a stereotyped, degrading and immoral image of women, particularly in connexion with the marketing of consumer goods,

Aware of the ability of the mass communication media to support the process of effecting structural changes in society by promoting the incorporation and participation by women in that process,

1. Condemns the degrading exploitation of women as a sex symbol and instrument of economic interests by certain media of social communication;

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13/ Official Records of the Economic and Social Council, Fifty-second Session, Supplement No. 6 (E/5109), chap. VIII.

2. Requests Governments and responsible organizations, as appropriate, to promote and encourage, in the mass communication media of their countries, the projection of a dignified and positive image of women, divesting them of their role as vehicles for publicity and as targets for the sale of consumer goods, with a view to bringing about changes in the attitudes and ways of thinking of both men and women that will be conducive to securing the equality and integrity of women and their full participation in society;

3. Invites Governments to urge all media of communication, taking into account freedom of expression, to adopt their programmes to ensure both to women and to men education in economic, professional and cultural spheres;

4. Likewise requests those in charge of the mass communication media to cease projecting and gradually eliminate commercialized, tasteless and stereotyped images of women, particularly in pornographic publications, the use of such images in depicting sexual crimes and crimes of violence, and the dissemination of any material tending to create prejudices and negative attitudes with regard to the changes necessary for the reevaluation of the role of women and to transmit an image of men's and women's roles that is as varied as possible;

5. Calls for the critical and creative participation of women in all systems of mass communication, at the programming, production, distribution, reception and consumer levels;

6. Requests that international governmental and non-governmental organizations, particularly those in charge of the educational aspects of the work of the communications media, should organize seminars, meetings and other types of events in order to propagate the revalued image of women in the mass communications media;

7. Requests the Secretary-General to present a report on this situation to the Commission on the Status of Women at its next session.

20. Integration of women in the process of political, economic, social and cultural development as equal partners with men

The World Conference of the International Women's Year,

Recognizing that the full and equal participation of women and men in all fields of activity is an inseparable part of the political, economic and social development of each country since women represent more than half of the world population,

Recognizing further that although women have historically been relegated to marginal positions as regards recognition and the exercise of women's rights, the need for a new international economic order and the internal structural changes are conducive to women's political, economic, social and cultural integration as equal partners with men,

Aware of the fact that the political factor still plays an important role in the integration of women in some parts of the world and that its solution is linked with the change of economic, political and social structures, which should eliminate all forms of discrimination and exploitation,

Aware of the need for new relations between States based on full equality among States, respect for independence and national sovereignty, non-interference in the affairs of States and promotion of the right of peoples to develop freely in accordance with their own will and aspirations and to create conditions which will enable women to exercise their right to contribute to the permanent improvement of international co-operation, peace and security in the world,

Reaffirming the inalienable right of every State to full and permanent sovereignty over its natural resources, its wealth and all its economic activities, and its full freedom to choose its own economic and social system,

Starting from the fact that the full sovereignty of every country over its own natural resources and freedom to choose its own economic and social system, the broadest possible co-operation, full, efficient and equal participation of all countries in the settlement of world economic problems, and primarily the establishment of the new international economic order are in the interests of the entire world community,

Realizing the necessity for full, effective and equal participation by developing countries in the settlement of world economic problems, and in all phases of decision-making on international monetary questions,

Convinced of the need to invest maximum efforts for accelerating economic and social development, primarily that of the developing countries, as one of the essential pre-conditions for closing the gap between the developed and the developing countries, for liquidating colonialism, neo-colonialism, foreign occupation and all forms of subjugation of peoples, apartheid and racial discrimination and for securing the inalienable right of peoples to self-determination,

Recalling that the Charter of the United Nations proclaims respect for the basic freedoms of all and for human rights without distinction of sex, race, language or religion,

Bearing in mind General Assembly resolution 3010 (XXVII) of 18 December 1972 proclaiming 1975 as International Women's Year and setting as one of its goals the complete integration of women in over-all efforts towards development,

Considering that discriminatory practices are a threat to human dignity and that it is impossible for women today to renounce the independence of their thought, enjoyment of their civil and political rights, cultivation of their own personalities and aptitudes and their freedom of choice,

Considering further that discrimination against women with regard to equality of rights, responsibility and opportunity, and their limited degree of participation in political, economic and social life are but two aspects of the same reality,

Bearing in mind the importance of extending parental responsibility to both parents equally for the upbringing, education, support and care of their children,

1. Considers that one of the primary tasks of States and international organizations in their endeavour to make the world involvement of women in the

socio-economic spheres meaningful is to eliminate economic inequality, discrimination and exploitation, aggressive wars, colonialism, neo-colonialism, racism and apartheid, which contradict the purposes and principles of the Charter of the United Nations:

2. Invites all States to intensify their efforts at co-operation for the establishment of new relations between States and the rapid abolition of under-development and of the gap between the developed and the developing countries so that women may be able to join their menfolk on an equal basis in those efforts conducive to a better and more just world;

3. Believes that in order to fulfil the objectives of equality, development and peace it is imperative to remove from relations among States all forms of exploitation, including that conducted by transnational corporations, so that people of every country, especially the developing countries, can fully exercise their sovereignty over natural resources and take all necessary measures, such as nationalization, for the benefit of accelerated economic and social development;

4. Stresses the fact that the establishment of a New International Economic Order - as defined in the Declaration and the Programme of Action adopted by the General Assembly in its resolutions 3201 (S-VI) and 3202 (S-VI) of 1 May 1974, of which the Charter of Economic Rights and Duties of States constitutes a fundamental element based inter alia on sovereign equality, common and mutual interest and co-operation among all States, irrespective of their economic and social systems - is a prerequisite of the industrialization of the developing countries, the modernization of their agricultural production and the general economic and social development of all States, which leads to the improvement of the role and the status of women;

5. Makes an appeal to all States, particularly to nuclear-weapon Powers, for determined and urgent general and complete disarmament, above all nuclear disarmament, through the application of concrete and effective measures which will ensure decided progress towards a world without arms and wars, a world of peace and understanding among nations, leading to the release of the huge human and material resources meant for the production of means of destruction to be utilized for the welfare of people and civilization, thus implementing one of the most ardent wishes of women and men all over the world;

6. Requests States which have not yet done so to enact or revise their laws in order to guarantee the full equality of the rights of women with those of men, and to eliminate all legal provisions which in one form or another discriminate against women and restrict their participation in the process of political, economic, social and cultural development;

7. Considers that, since the essence of efforts to promote the social position of women and their complete integration in development goes beyond the problem of legal equality and is an integral part of over-all economic and social development, deeper structural transformation of society and changes in the present international economic relations are required, so as to create conditions that would make it possible for everyone to develop all one's intellectual and physical capacities and to participate actively in the democratic constitution and implementation of all decisions and measures of socio-economic development;

8. Encourages such social and economic development as would secure the participation of women as equal partners with men in all fields of work, equal access to all working posts, equal pay for work of equal value and equal possibilities for education and vocational training, and co-ordinate the legislation on the protection of women at work with the need for women to work and be highly productive producers and managers of all political, economic and social affairs and develop the branches of social services to make domestic duties easier for women and men;

9. Draws special attention to the importance of creating economic, social and cultural conditions for the improvement of the position of millions of rural women so that they may become modern agricultural producers;

10. Requests Governments to adopt the necessary measures and strengthen their special programmes for ethnic groups in order to integrate them into the new society;

11. Urges the developing countries to place more emphasis on intermediate technology that is not only labour-intensive but surplus-saving; and urges the developed countries to make available technological know-how and advanced technology under fair and equitable conditions in order to improve agricultural production;

12. Invites Governments and the appropriate specialized agencies of the United Nations to take steps towards providing greater attention to the education, training, work opportunities and integration in the process of development of handicapped people, especially handicapped women, and to undertake public information programmes, by means of all mass communication media, regarding the capacities and limitations of handicapped persons in terms compatible with human dignity;

13. Requests Governments, international and governmental organizations to adopt the necessary measures to enable women and men to participate as equal partners in decision-making;

14. Requests the specialized agencies to provide assistance, at the request of Governments, for the attainment of the objectives proposed herein and for improving the lives of indigenous women;

15. Invites the Secretary-General to study the most adequate and appropriate means for providing assistance to women and men in their triple role in the family, as a productive labour force and active agents of change, and as joint participants in the destiny of their communities, and to report to the competent organs of the United Nations.

## 21. Condition of women in rural areas

### The World Conference of the International Women's Year,

Bearing in mind that in order to be achieved, the objectives of the International Women's Year - equality, development and peace - should be attained in an integral and simultaneous way,

Recalling General Assembly resolution 2626 (XXV), of 24 October 1970, on the International Development Strategy for the Second United Nations Development Decade, so far as human development is concerned,

Recalling Economic and Social Council resolution 1707 (LIII) of 28 July 1972, on agrarian reform,

Recalling resolution XXX (Population and the status of women), resolution XIII (The rural family) and resolution XIV (Rural populations) adopted by the World Population Conference held at Bucharest in August 1974, 14/

Recalling particularly resolution II (Priorities for agricultural and rural development), resolution V (Policies and programmes to improve nutrition), and resolution VIII (Women and food) adopted by the World Food Conference held in Rome in November 1974, 15/

Considering that rural women in the developing world account for a substantial share of food production,

Knowing that women everywhere generally play the main role in procuring and preparing food for family consumption and in all aspects of family life, but that these roles have hitherto had insufficient acknowledgement in many countries,

Aware that rural self-reliance and popular mobilization are essential if expansion of agriculture and improvement of its productivity are to take place effectively,

Stressing the severe problems of rural unemployment, under-employment, and misallocation of human resources, both over-all and as they affect women,

With the deep conviction that the struggle against under-development is the primary responsibility of all peoples, that it is indispensable that the principles contained in the Charter of Economic Rights and Duties of States be transformed into concrete action that will make possible productive and peaceful coexistence and social welfare shared with justice and equity,

1. Calls on Governments:

(a) To identify needs and to formulate and implement, with greater financial and policy support, rural development programmes, particularly those which benefit women living in situations of rural poverty and of disadvantage relative to men;

(b) To carry out the statistical and information work necessary to identify and evaluate the participation of women in productive life and to measure the results of programmes for the betterment of rural life;

(c) To ensure legal parity and economic rights of women in the peasant family as an essential part of any rural development programme;

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14/ Report of the United Nations World Population Conference, 1974 (United Nations publication, Sales No. E.75.XIII.3), part one, chap. II.

15/ Report of the World Food Conference (United Nations publication, Sales No. E.75.II.A.3).

2. Suggests that further research should be undertaken with regard to the most effective design of systems of rural non-formal education, needed to equip women in rural areas with the necessary and additional skills relevant to their social and economic roles;

3. Endorses proposals for rural development as a total integrated process involving in many cases fundamental structural changes in socio-economic institutions, including organizations of co-operative workers and small landowners, in national employment policies, education, health and welfare services, pricing, marketing and credit facilities, and the strengthening of popular and elected participation in decision-making, with a view to reallocation of resources to disadvantaged groups living in rural areas;

4. Requests international and bilateral agencies to review the criteria which they use for financial, technical and other assistance for rural development and to support the efforts of developing countries in the field of agricultural productivity, agro-based industries and integrated rural development, with due attention to the interests of rural women and girls.

## 22. Women and development

### The World Conference of the International Women's Year,

Considering that extreme poverty constitutes an obstacle to the enjoyment of basic human rights,

Considering that in many regions of the world possibilities of personal development are denied to human beings because of their extreme deprivation,

Recognizing that the most underprivileged among women have the same needs as all other human beings and have a right to similar dignity and respect,

Affirming that the human community must not neglect the immense potentialities and values which even the most deprived women possess but cannot develop because of their situation,

Recognizing that women in most countries capable of assisting others should exercise solidarity by urging their respective Governments to support actions initiated in developing countries and designed to improve the situation,

Recognizing that it is just that women who, on the occasion of the International Women's Year, affirm the principle of equality, assume their duty to be in solidarity with those who do not enjoy the material and spiritual good inherent in human dignity,

1. Makes an urgent appeal to all women and all men to give priority in their interests to those women who, with their families, live under an intolerable yoke of poverty;

2. Urges women to be co-workers with the most underprivileged in their daily needs, in their struggle for change, in their integration in development and in their participation in the fight for peace;



3. Recommends that women assume a special role in urging Governments and non-governmental organizations to co-operate in the establishment of structures that will enable individuals and groups - including the voluntary organizations - justly and with regard for human dignity, to work to overcome the causes of poverty, of great economic disparity, and of those conditions resulting from poverty that threaten the dignity of women, men and children.

### 23. Revision and expansion of the International Standard Classifications of Occupations

#### The World Conference of the International Women's Year,

Bearing in mind the lack of factual information about the role of women and their social and economic contribution to society,

Realizing the difficulties of achieving strict comparability of data both within countries and between countries,

Recognizing the need for more comprehensive information on which policies can be based and by which change can be measured,

1. Requests that the International Labour Organisation, in consultation as appropriate with the United Nations Statistical Commission, the United Nations Institute for Training and Research, the United Nations University and the United Nations Research Institute for Social Development, to proceed immediately to study all nominal categories within the International Standard Classification of Occupations that imply that a job can only be done by either a female or a male, with the aim, according to the outcome of the study, of redefining and, where necessary, relabelling, the relevant current classifications;

2. Also requests that the United Nations Statistical Commission and the International Labour Organisation, in consultation with the Commission on the Status of Women, provide a resource service to assist Governments in the conduct of national censuses to include proper classification of the actual functions of women who are currently defined as not economically active;

3. Suggests that these new categories should include caring for dependents, housework, all forms of domestic production, family workers, and voluntary social work that has social and/or economic value.

### 24. Education and training

#### The World Conference of the International Women's Year,

Convinced that the expansion of education is essential in order to meet the increasing intensity of challenges to the welfare and even the existence of humanity, to reduce the gaps between socio-economic groups and to eliminate prejudice against women,

Convinced also that the advantages of education should by right be equally available to all people, regardless of sex, age, race, religion or ethnic origin,

Further convinced that education should be a life-long activity that reinforces the personal and vocational development of the individual,

Recognizing that historical and cultural perspectives regarding the role of women at all levels of education have too often been obstacles to the full participation of women in society,

Further recognizing that only if a woman is given equality of educational opportunity can she make and exercise a free choice as to what her role in society will be,

Aware that equality of educational opportunity enables a woman to enhance her economic status and to enrich the contribution that she can make to the quality of her own life and that of her family,

1. Affirms:

(a) That fundamental education, including functional literacy, basic skills, science and technology, and civic education should be provided for all as soon as possible;

(b) That, as far as resources permit, all educational programmes should be free to people of all ages and that primary and secondary education should, within the limits of each country's resources, be compulsory and free as soon as possible so as to ensure equal opportunities for girls and boys;

(c) That women should be given equal access to formal and non-formal educational opportunities, including technical education,

(d) That educational programmes should be relevant to the needs and resources of particular individuals, communities, cultures and countries;

(e) That life-long education should be accessible to women and men of all ages;

(f) That co-education should be provided at all levels in order that girls and boys may have access to identical curricula and resources at every level so that they may be able to form a more realistic picture of each other;

(g) That all curricula should be free of sex bias, and should include a critical analysis of sex-role stereotyping;

2. Recommends to Governments:

(a) That genuine reforms should be carried out in all educational systems, beginning with early childhood education, so that girls and boys will consider each other as equals;

(b) That training for teaching, counselling and administration should be without sex bias or discriminatory attitudes and should heighten teachers' awareness of the full range of abilities in both sexes;

(c) That at all levels of teaching and administration men and women should be given equal opportunities;

(d) That all forms of mass communication and technology should be used to expand the educational opportunities for women as well as men;

(e) That all teaching media and materials should be free of sex bias and should be directed towards changing discriminatory attitudes;

(f) That all skills and human resources of the community should be identified, and that full use should be made of these skills and resources in the educational process, with particular emphasis upon the contribution of women;

(g) That training and promotion centres for women should be established, in the form of community or co-operative enterprises, in rural and urban areas where the need is greatest;

(h) That there should be continuing economic and social research and evaluation of education programmes as they affect girls and women and as they bring about changes in attitudes and roles for women and men;

3. Urges that structures and strategies be evolved and implemented to these ends on a massive scale;

4. Calls upon non-governmental organizations to assist Governments in such programmes;

5. Requests the United Nations system, in particular the United Nations Children's Fund, the International Labour Organisation, the United Nations Educational, Scientific and Cultural Organization, the World Health Organization and the Food and Agriculture Organization of the United Nations, as well as other international agencies, to assist Governments, at their request, in the planning and implementation of such programmes;

6. Further requests the Secretary-General to give priority, in the allocation of finances from the Fund for International Women's Year, to literacy and education programmes for women.

25. Equality between men and women and elimination of discrimination against women

The World Conference of the International Women's Year,

Noting that discrimination against women hampers the full utilization of their vast potentialities in the service of society and is incompatible with human dignity and the principles of respect for human rights,

Recognizing the necessity for prompt realization of full equality between men and women in political, economic, social and other spheres,

Noting the growing awareness by Governments of the need to use fully human resources to promote social progress,

Recalling General Assembly resolutions 3010 (XXVII) of 18 December 1972 and

3275 (XXIX) of 10 December 1974 and emphasizing the importance of implementing fundamental socio-economic changes in order to achieve substantial improvement in the situation of women,

1. Appeals to all Governments that have not yet done so to undertake the necessary measures for the speediest ratification of the relevant conventions and other instruments elaborated by the United Nations, the International Labour Organisation, the United Nations Educational, Scientific and Cultural Organization and other United Nations bodies;

2. Requests all Governments to give full effect to the principles set out in the Declaration on the Elimination of Discrimination against Women;

3. Considers it necessary to speed up the elaboration and finalization by the United Nations of the Convention on the Elimination of Discrimination against Women, which should ensure in practice the full equality between men and women in all fields, including participation in political activities, general and vocational education, employment, equal pay, health services, social security and family, civil and legal relations;

4. Welcomes the progress already made by the Commission on the Status of Women in drafting such a Convention;

5. Notes that Governments of States Members of the United Nations have been invited to comment on the draft texts contained in the report of the Working Group of the Commission on the Status of Women, 16/ submitted to the Commission at its twenty-fifth session;

6. Calls upon the Economic and Social Council to request the Commission on the Status of Women at its twenty-sixth session to prepare, in the light of those comments, a draft for submission to the Council and to the General Assembly;

7. Urges that high priority should be given in 1976 by all concerned to the preparation and adoption of the Convention,

26. International Research and Training Institute  
for the Advancement of Women

The World Conference of the International Women's Year,

Recalling General Assembly resolution 3010 (XXVII) of 18 December 1972, in which the Assembly proclaimed 1975 as the International Women's Year to be devoted to intensified action to ensure the full integration of women in the total development effort,

Taking into account General Assembly resolution 3342 (XXIX), of 17 December 1974, in which the Assembly called upon the United Nations system to provide increased assistance to those programmes, projects and activities that would encourage and promote the further integration of women into national, regional and interregional economic development activities,

Noting that the inadequacy of research, data and information is an impediment to the formulation of development strategies and programmes for furthering the advancement of women,

Deeply conscious of the need to provide training opportunities to enhance the effective participation of women,

1. Decides to recommend the establishment, under the auspices of the United Nations, of an International Training and Research Institute for the Advancement of Women, financed through voluntary contributions, which in collaboration with appropriate national, regional and interregional economic and social research institutes and the specialized agencies of the United Nations, would:

(a) Undertake research and the collection and dissemination of information as the basis for the formulation of programmes and policies for the effective participation of women;

(b) Assist in the design of research for the monitoring of changes in the situation of women and the impact on their lives of economic, social and technological changes;

(c) Develop, adapt and provide training programmes for women, in particular those of the developing countries, which would enable them to undertake national research, to assume leadership roles within their own societies and to increase their earning possibilities;

2. Invites the Secretary-General to appoint, with due consideration to the principle of equitable geographical distribution, a group of experts to assist him in the establishment of this Institute and to draw up its terms of reference;

3. Requests the Secretary-General to submit a report, on the basis of the recommendations of the group of experts, to the Economic and Social Council at its sixtieth session.

## 27. Measures for the integration of women in development

### The World Conference of the International Women's Year,

Recalling that General Assembly resolution 2626 (XXV) of 24 October 1970 set forth the International Development Strategy for the Second United Nations Development Decade, which included among its objectives the full integration of women in the total development effort,

Recalling also that in resolutions 3010 (XXVII) of 18 December 1972 and 3275 (XXIX) of 10 December 1974 the General Assembly proclaimed that International Women's Year 1975 should be devoted to intensified action, inter alia, to ensure the full integration of women in the total development effort,

Recalling further that the General Assembly, in its resolution 3342 (XXIX) of 17 December 1974, called upon the United Nations system to provide increased

assistance to those programmes, projects and activities that would encourage and promote the further integration of women into national, regional and interregional economic development activities; and recommended to all organizations concerned within the United Nations system to review their work and personnel programmes in order to assess their impact on the further participation of women in development,

Noting that in its resolution XII (Population and the status of women) 17/ the United Nations World Population Conference requested United Nations organs and the specialized agencies to give special consideration to the impact of development efforts and programmes on the improvement of the status of women, especially in connexion with the review and appraisal of the International Development Strategy for the Second United Nations Development Decade and in the deliberations of the General Assembly at its special session in 1975,

Noting also that in its resolutions II (Priorities for agricultural development), V (Policies and programmes to improve nutrition) and VIII (Women and food) 18/ the United Nations World Food Conference urged priority consideration of women in every stage of the design, planning, implementation and evaluation of development programmes and projects,

Noting further that the Governing Council of the United Nations Development Programme at its nineteenth session requested that the integration of women in development should be a continuing consideration in the formulation, design and implementation of the projects and programmes of the United Nations Development Programme, 19/

Bearing in mind that the Economic and Social Council, in its resolution 1942 (LVIII) of 6 May 1975, requested United Nations bodies to pay particular attention to the evolving status of women, keeping in mind the mutual interaction among population factors, social and economic development and the status of women, and called for monitoring of the progress of short-term and long-term programmes,

Bearing in mind also that the recent resolutions and actions of United Nations specialized agencies are designed to further the integration of women in development,

1. Recommends that all organs of the United Nations development system, specialized agencies, and other international technical and financial assistance programmes and agencies:

(a) Give sustained attention to those initiatives that integrate women in the development process;

(b) Incorporate in their development plans, programme and sector analyses, and programme documents an impact statement of how such proposed programmes will

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17/ Report of the United Nations World Population Conference, 1974 (United Nations publication, Sales No. E.75.XIII.3), part one, chap. II.

18/ Report of the World Food Conference (United Nations publication, Sales No. E.75.II.A.3).

19/ Official Records of the Economic and Social Council, Fifty-ninth Session, Supplement No. 2 (E/5646), para. 151.

affect women as participants and beneficiaries, in consultation with the United Nations Commission on the Status of Women;

(c) Establish a review and appraisal system and undertake to serve in the design, implementation and evaluation of programmes and to use social and economic indicators as a means of measuring progress in the integration of women in the development process;

(d) Ensure that women shall participate on an equitable basis with men on all levels of decision-making that govern the planning and implementation of these programmes, keeping in mind the principle of geographical distribution:

2. Invites the Governments of all States Members of the United Nations and private organizations engaged in development programmes to adopt the above recommendations in their programming processes.

28. Women's participation in promoting world peace and international co-operation

The World Conference of the International Women's Year,

Reaffirming its conviction in the objectives of the United Nations as declared in its Charter,

Believing firmly as Member States in the promotion and maintenance of peace, and in the strengthening of friendly relations and co-operation among States as a necessary condition for the promotion of human rights,

Acknowledging that an essential condition for the maintenance and strengthening of international co-operation and peace is the promotion and protection of human rights,

Recognizing the efforts of women as individuals and in groups towards the promotion of friendly relations among nations, international co-operation and the attainment of international peace,

Encouraging more active participation by women in intergovernmental and non-governmental organizations working for the strengthening of international peace and co-operation,

Recalling that the General Assembly in its resolution 3010 (XXVII) of 18 December 1972 recognizes the importance of women's increasing contribution to the development of international peace and co-operation,

Recalling further that to pursue resolution 3010 (XXVII), a programme of measures and activities for intensified action for the International Women's Year was approved by the Economic and Social Council in its resolution 1849 (LVI) of 16 May 1974,

Convinced that these programmes at peace efforts by women must be supplemented by more positive and concrete steps,

1. Urges Governments, in a concerted effort:

(a) To encourage more women to study for a diplomatic career and eliminate all barriers to their admission and advancement in the diplomatic service of their countries as co-equal with men;

(b) To provide more opportunities for women to join and advance in the international civil service or international or regional organizations and agencies;

(c) To provide women with equal opportunities with men to represent their countries in all international forums where the issues of international peace and co-operation are discussed and in particular in the meetings of the organizations of the United Nations and all conferences on disarmament and international peace and other regional bodies;

(d) To allow and encourage more women to participate in foreign policy decision-making agencies of the national Governments;

(e) To organize, at the grassroots level, such activities as reading groups, information services and similar other projects, to familiarize as many men and women as possible with the concepts of international peace and co-operation, cultural understanding, self-reliance, self-determination and other concepts recognized in United Nations resolutions, to enable them to translate these concepts at all levels of society;

(f) To provide women with more opportunities to be better aware of political issues and concepts, and be better equipped to resolve political problems through exchange of women leaders, encouragement of a free flow of information, and in the pursuance of university or college courses in government and international studies;

(g) To implement a system of continuous education whereby the individual's perspectives and attitudes to such values as understanding all nations and peoples, racial equality, international peace and co-operation which all men and women are called upon to instil in their children, be further strengthened by the teachers and educators;

(h) To utilize to the fullest the media channels to continue the educational process of goodwill and understanding among all peoples;

(i) To request the United Nations to proclaim United Nations Day, 24 October, also as a special day devoted to international peace, to be celebrated nationally and internationally;

2. Urges non-governmental organizations to engage actively in mobilizing public opinion for the cause of a just peace in accordance with the principles and resolutions of the United Nations.



29. Women's participation in the strengthening of international peace and security and in the struggle against colonialism, racism, racial discrimination and foreign domination

The World Conference of the International Women's Year,

Reaffirming the determination expressed in the Charter of the United Nations to save succeeding generations from the scourge of war,

Recalling that the United Nations reaffirms in its Charter faith in fundamental human rights, in the dignity and worth of the human person, and in the equal rights of men and women and of nations,

Recalling that the flames of war in the world have inflicted great pain, especially on women and children,

Taking into account that millions of women are still meeting with untold sufferings and the violations of human dignity resulting from different forms and manifestations of colonialism, foreign domination, apartheid and racial discrimination,

Reaffirming that the universal strengthening of world peace and the expansion of the co-operation among States will advance the economic, social and cultural development of the countries and serve the improvement of the situation of women,

Proceeding from the fact that the central subject of the International Women's Year reads "Equality - Development - Peace",

Taking into account that the programme of the International Women's Year adopted in Economic and Social Council resolution 1849 (LVI) of 16 May 1974, envisages efforts to promote international détente, the strengthening of world peace and the expansion of co-operation among States, particularly, the struggle against colonialism, neo-colonialism, foreign domination and subjugation, against apartheid and racial discrimination and the implementation of the rights of the peoples to self-determination and the protection of women and children in armed conflicts as well as in the struggle for national independence and self-determination,

Appreciating that the General Assembly of the United Nations in its resolution 3276 (XXIX) of 10 December 1974 endorsed the broadest involvement of women in the struggle for the strengthening of international peace and the elimination of racism and racial discrimination and, moreover, decided to consider under a special agenda item at its thirtieth session the role of women in the struggle against colonialism, racism and racial discrimination and for the strengthening of international peace and co-operation among States,

Taking into account that the Charter of Economic Rights and Duties of States confirms the obligation of all States to promote the implementation of general and complete disarmament and to use the funds saved for economic and social development and provide part of them for the needs of the developing countries,

Noting with satisfaction the positive changes which took place during the last years in the international situation concerning the deepening of the process of détente and the strengthening of international peace, particularly, regarding the elimination of the dangerous sources of war in Viet-Nam and the organization of the Conference on Security and Co-operation in Europe,

Emphasizing the grave concern that in some regions of the world colonialism, apartheid and racism yet exist and foreign territories are still occupied, which represents a very serious infringement of the principles of the Charter of the United Nations and of human rights of both men and women, and of the peoples' right to self-determination,

1. Reaffirms that the strengthening of international peace and security, co-operation among all States irrespective of their social and economic systems based on the principle of peaceful coexistence, the elimination of the vestiges of colonialism, neo-colonialism, apartheid, racism, alien domination and foreign occupation are indispensable prerequisites of the safeguarding of the fundamental human rights of both men and women;

2. Calls upon all Governments, intergovernmental and non-governmental organizations, women's organizations and women's groups to intensify their forces in order to strengthen peace, to expand and deepen the process of détente and to implement its irreversible character, to eliminate completely and definitely all forms of colonialism, to put an end to the policy and practice of apartheid and racism, and to foreign domination and aggression;

3. Holds the view that the promotion of the objectives of the United Nations should find a better expression in the activities of the national and international women's organizations, especially in respect of the maintenance of international peace, the development of friendly relations among countries based on respect for the sovereign equality of States and non-interference in internal affairs, the termination of the arms race, the elimination of the vestiges of colonialism, apartheid, racism and foreign domination;

4. Urges all Governments to take effective measures towards bringing about general and complete disarmament;

5. Expresses its solidarity with and its assistance for women who contribute towards the struggle of the peoples for their national liberation and underlines the fact that the wider and the more determined and active the participation of women is going ahead, the sooner the hour of victory will come about for the fighting peoples;

6. Requests the Economic and Social Council to invite the Commission on the Status of Women to prepare and consider at its twenty-sixth session a comprehensive report on the participation of women in the strengthening of world peace and the elimination of apartheid, racism, racial discrimination, colonialism, foreign domination and annexation of territories by force and in the realization of the right of peoples to self-determination, and submit this report to the General Assembly at its forthcoming session.

30. The question of the Panamanian territory called the "Canal Zone"

The World Conference of the International Women's Year,

Considering that the continued existence of colonial situations, racism, racial discrimination, and domination and alien occupation constitute a threat to international peace and that women are fighting together with men throughout the world to eliminate them,

Noting that in the Panamanian territory called the "Canal Zone" there exists a colonial situation which perpetuates forms of racism, racial discrimination and domination and alien occupation, and that in the struggle to eliminate it Panamanian women are playing an outstanding part,

Noting that this colonial situation results in an unequal distribution of the benefits of every kind resulting from the operation of the Canal and a form of aggression against Panama, since that country has not authorized the establishment in its territory of United States military bases,

Recognizing that Panama's geographical situation is its principal natural resource and that the exercise of its sovereignty over the whole of its territory cannot be deferred,

Noting that the colonial situation in the so-called "Canal Zone" affects men and women and the people as a whole and that the continued existence of that situation is an obstacle to Panama's full development,

1. Expresses the view that the negotiations between the United States of America and Panama on a new Canal treaty must eliminate the colonial situation, racism, racial discrimination, and domination and occupation without the consent of the authority which is sovereign in the territory, in conformity with the principles of international law governing relations between States;

2. Expresses its conviction that the current negotiations must eliminate once and for all the causes of conflict and, in particular, must envisage Panama's effective jurisdiction in the so-called "Canal Zone" and control of the Canal by Panama in the exercise of its complete sovereignty and as an instrument of its full development.

31. Women's contribution to world peace through participation in international conferences

The World Conference of the International Women's Year,

Noting that less than 10 per cent of the delegations to sessions of the General Assembly and to most United Nations conferences are women,

Noting that less than 5 per cent of the representatives are women,

Noting also that the achievement of the goals of International Women's Year requires that more women should hold positions of policy and decision-making in their own Governments in order to make a greater contribution towards international peace,

1. Recommends that in the current year Governments of States Members of the United Nations should seek to increase substantially the number of women in their delegations to meetings held under United Nations auspices, particularly the seventh special session and the thirtieth regular session of the General Assembly,

2. Further recommends that Governments of Member States should not only maintain this increase in the representation of women but should seek to improve upon it in subsequent years;

3. Further recommends that the Governments of Member States should not limit the representation of women to the Third Committee of the General Assembly but should appoint women to serve on all Main Committees of the General Assembly.

### 32. Palestinian and Arab women

The World Conference of the International Women's Year,

Mindful of the objectives and goals of International Women's Year,

Reaffirming the fundamental purposes and principles of the Charter of the United Nations, in particular the maintenance of international peace and world security, and the development of friendly relations among nations,

Deeply concerned about the prevailing conditions - political, social, demographic and economic - of the Palestinian people and, in particular, the conditions under which the Palestinian woman lives, and recognizing the close relationship between such conditions and the question of Palestine,

Reaffirming the futility of speaking about equality of human beings at a time when millions of human beings are suffering under the yoke of colonialism,

Considering that international co-operation and peace require national independence and liberation, the elimination of colonialism, neo-colonialism, fascism, zionism, apartheid and foreign occupation, alien domination and racial discrimination in all its forms and also respect for human rights,

Deeply concerned that no just solution to the problem of Palestine has yet been achieved and recognizing that the problem of Palestine and the situation in the Middle East continue to endanger international peace and world security,

Expressing its grave concern that the Palestinian woman and people have been prevented from enjoying their inalienable rights, and in particular their right to return to their homes and property from which they have been displaced and uprooted, the right to self-determination and the right to national independence and sovereignty,

Recognizing that mass uprooting from the homeland obstructs the participation and integration of woman in the efforts of progress,

Affirming the right of the Palestinian woman to develop a strong and more effective impetus to peace and the development of friendly relations among nations,

Recalling General Assembly resolution 3236 (XXIX) of 22 November 1974 and resolution 3281 (XXIX) of 12 December 1974 adopting the Charter of Economic Rights and Duties of States,

Recalling the final resolutions and declarations of the regional seminars held in Mogadishu, Kinshasa and Caracas,

1. Appeals to all women of the world to proclaim their solidarity with and support for the Palestinian women and people in their drive to put an end to flagrant violations of fundamental human rights committed by Israel in the occupied territories;

2. Appeals also to all women in the world to take the necessary measures to secure the release of thousands of persons, fighters for the cause of self-determination, liberation and independence, held arbitrarily in the prisons of the forces of occupation;

3. Appeals also to all States and international organizations to extend assistance - moral and material - to the Palestinian and Arab woman and people in their struggle against zionism, foreign occupation and alien domination, foreign aggression, and help them restore their inalienable rights in Palestine, and in particular the right to return to their homes and property from which they have been displaced and uprooted, the right to self-determination and the right to national independence and sovereignty in accordance with the Charter of the United Nations;

4. Requests the United Nations, its organs and specialized agencies, as well as all national, regional and international women's organizations, to extend their help - moral and material - to the Palestinian woman and its organization and institutes.

### 33. Aid to the Viet-Nameese people

#### The World Conference of the International Women's Year,

Noting that the theme of International Women's Year proclaimed by General Assembly resolution 3010 (XXVII) of 10 December 1972 is "Equality, Development and Peace",

Recalling Economic and Social Council resolution 1944 (LVIII) of 7 May 1975, on assistance to the countries of Indo-China,

Appreciating the role of Viet-Nameese women in the struggle for national liberation, thus contributing to the movement for the liberation of peoples and the emancipation of women throughout the world,

Profoundly shocked at the horrible consequences of the war for the national economy of Viet-Nam and particularly at the sufferings of Viet-Nameese women and children,

1. Appeals to the women and the peoples of the world to do everything possible, with a view to preserving the right of peoples and of women to live in peace, independence, freedom and equality, to prevent the occurrence in the world of another war like that of Viet-Nam;

2. Invites the peoples and the Governments of the world and national and international organizations to continue their aid to Viet-Nam so as to heal the wounds of war and reconstruct the country and requests the United Nations to continue its assistance to the Viet-Nameese people through the funds of existing international agencies.

#### 34. The situation of women in Chile

##### The World Conference of the International Women's Year,

Recalling the Universal Declaration of Human Rights, of 10 December 1948, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights, 20/ all of which raise the fundamental human rights to the category of principles adopted by international law,

Considering that a number of intergovernmental and non-governmental organizations that have visited Chile either for humanitarian or investigation purposes have reported the systematic violation of all basic human guarantees regarding liberty and the fundamental economic and social rights; and that according to these reports this situation still prevails up to this date,

Taking into account that General Assembly resolution 3219 (XXIX) of 6 November 1974, supported by 90 nations, as well as resolutions by other United Nations bodies, express their concern that constant flagrant violation of basic human rights and fundamental freedoms in Chile continues to be reported,

Deeply concerned about the reports of degrading and humiliating conditions of women prisoners, as well as the growing tendency to extend the repression to the families of those who are being persecuted to force their submission,

1. Urges the Secretary-General of the United Nations to take, immediately and effectively, all necessary measures for the implementation of General Assembly resolution 3219 (XXIX);

2. Demands that the Chilean authorities immediately abstain from any political executions, torture, persecution, oppression and the denial of liberty and jobs which continue to be reported, as these practices constitute flagrant violations of human rights which are the heritage of civilization;

3. Demands the immediate release of all political prisoners and especially women and children and other relatives held as hostages;

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20/ General Assembly resolution 2200 (XXI) of 16 December 1966.

4. Expresses the wish that the Ad Hoc Working Group of the Commission on Human Rights in its investigation and report on the situation in Chile pay special attention to the situation of women and children;

5. Invites the General Assembly, in accordance with its resolution 3219 (XXIX), to pay special attention to the situation of women and children in Chile at its thirtieth session.

### 35. Expression of thanks

#### The World Conference of the International Women's Year,

Recognizing the importance of international activities within the United Nations system directed towards the recognition of equality between men and women, the full integration of women in the total development process, and the involvement of women in strengthening international peace,

Convinced that the World Conference of the International Women's Year, which took place at Mexico City from 19 June to 2 July 1975, represents a significant contribution to the efforts of the international community to find appropriate means of ensuring equality for women, of integrating women in the development process and of involving women in strengthening international peace,

Expresses its deep appreciation to the President of the Republic of Mexico, Luis Echeverría Alvarez, and to the Government and the people of Mexico for making possible the holding of the Conference at Mexico City and for their generous hospitality and valuable contribution to the successful completion of the work of this historic Conference.

#### Recommendation for the convening of a second world conference in 1980

The Conference decided to recommend that the General Assembly of the United Nations at its thirtieth session should consider the convening of another world conference on women in 1980.

Part two  
BACKGROUND TO THE CONFERENCE



## Chapter IV

### CONSTITUTION OF THE CONFERENCE

1. The deep concern of the United Nations for the rights of women found expression in the Charter of the United Nations, in the Preamble to which the peoples of the United Nations reaffirmed faith in the equal rights of men and women. Through the work of the Commission on the Status of Women, the Economic and Social Council and the General Assembly, that concern has led to concrete action.

2. At its twenty-seventh session, the General Assembly, in its resolution 3010 (XXVII), proclaimed the year 1975 International Women's Year and decided to devote the year to intensified action:

"(a) To promote equality between men and women;

"(b) To ensure the full integration of women in the total development effort, especially by emphasizing women's responsibility and important role in economic, social and cultural development at the national, regional and international levels, particularly during the Second United Nations Development Decade;

"(c) To recognize the importance of women's increasing contribution to the development of friendly relations and co-operation among States and to the strengthening of world peace."

3. At its twenty-fifth session, in January-February 1974, the Commission on the Status of Women recommended to the Council a programme of activities to be carried out during the International Women's Year. <sup>1/</sup> The programme included the organization of a world conference "as a focal point of the international observance of the Year".

4. The Council at its fifty-sixth session approved the recommendations of the Commission and called upon the Secretary-General to convene such a conference in consultation with Member States, specialized agencies and interested non-governmental organizations in consultative status with the Council (Economic and Social Council resolution 1851 (LVI)).

5. In the same resolution, the Economic and Social Council set forth as follows the objectives of the Conference: "to examine to what extent the organizations of the United Nations system have implemented the recommendations for the elimination of discrimination against women made by the Commission on the Status of Women since its establishment, and to launch an international action programme including short-term and long-term measures aimed at achieving the integration of women as full and equal partners with men in the total development effort and eliminating discrimination on grounds of sex, and at achieving the widest involvement of women in strengthening international peace and eliminating racism and racial discrimination".

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<sup>1/</sup> Official Records of the Economic and Social Council, Fifty-sixth Session, Supplement No. 4, (E/5452), annex V.

6. On 5 July 1974, the Secretary-General of the United Nations appointed Helvi L. Sipilä, Assistant Secretary-General for Social Development and Humanitarian Affairs, as Secretary-General of the International Women's Year, 1975, and of the Conference.

7. At its resumed fifty-seventh session, the Council decided to accept with appreciation the invitation of the Government of Mexico to act as host to the Conference at Mexico City in June-July 1975 (Council decision 58 (LVII)).

8. The Economic and Social Council, in resolution 1851 (LVI), requested the Secretary-General, in drawing up the agenda, to focus on two main questions: "(a) the evaluation of current trends and changes in the roles of women and men in political, social, economic, family and cultural life, including sharing of responsibilities and decision-making" and "(b) the examination of the major obstacles which hinder the contribution of women and men as full partners in the total development efforts and in sharing its benefits in both rural and urban areas".

9. A number of regional and interregional meetings and consultations held in 1974 constituted part of the substantive preparation for the Conference. They included: (a) the International Forum on the Role of Women in Population and Development (February-March 1974); (b) the Regional Consultation for Asia and the Far East on Integration of Women in Development (May 1974); (c) the Regional Consultation for Africa on the Integration of Women in Development (June, 1974); (d) the United Nations Interregional Seminar on National Machinery to Accelerate the Integration of Women in Development and to Eliminate Discrimination on Grounds of Sex (September 1974); (e) and the Regional Consultation for Latin America on Integration of Women in Development (April-May 1975).

10. The General Assembly, in its resolution 3276 (XXIX), requested the Conference to submit, if possible, such proposals and recommendations as it deemed appropriate to it at its seventh special session, to be held in September 1975; and decided to consider at its thirtieth session an item entitled "International Women's Year, including the proposals and recommendations of the Conference of the International Women's Year", and an item entitled "Status and role of women in society, with special reference to the need for achieving equal rights for women and to women's contribution to the attainment of the goals of the Second United Nations Development Decade, to the struggle against colonialism, racism and racial discrimination and to the strengthening of international peace and co-operation between States".

11. By its resolution 3277 (XXIX) the General Assembly established a Consultative Committee for the Conference of the International Women's Year to advise the Secretary-General on the preparation of an international plan of action to be finalized by the Conference. The Consultative Committee met at United Nations Headquarters from 3 to 14 March 1975 and discussed the draft World Plan of Action.

Part three  
PROCEEDINGS OF THE CONFERENCE

## Chapter V

### ATTENDANCE AND ORGANIZATION OF WORK

12. The World Conference of the International Women's Year organized by the United Nations was held at Mexico City from 19 June to 2 July 1975.

#### A. Participants

13. The General Assembly, in its resolution 3276 (XXIX), decided to invite all States to participate in the Conference of the International Women's Year. Representatives of the following 133 States took part in the Conference:

Afghanistan	El Salvador	Lesotho
Albania	Equatorial Guinea	Liberia
Algeria	Ethiopia	Libyan Arab Republic
Argentina	Fiji	Luxembourg
Australia	Finland	Madagascar
Austria	France	Malaysia
Bahamas	Gabon	Mali
Bangladesh	Gambia	Mauritania
Barbados	German Democratic Republic	Mauritius
Belgium	Germany, Federal Republic of	Mexico
Bolivia	Ghana	Monaco
Botswana	Greece	Mongolia
Brazil	Grenada	Morocco
Bulgaria	Guatemala	Nepal
Burundi	Guinea	Netherlands
Byelorussian Soviet Socialist Republic	Guyana	New Zealand
Canada	Haiti	Nicaragua
Central African Republic	Holy See	Niger
Chile	Honduras	Nigeria
China	Hungary	Norway
Colombia	Iceland	Oman
Congo	India	Pakistan
Costa Rica	Indonesia	Panama
Cuba	Iran	Paraguay
Cyprus	Iraq	Peru
Czechoslovakia	Ireland	Philippines
Dahomey	Israel	Poland
Democratic People's Republic of Korea	Italy	Portugal
Democratic Republic of Viet-Nam	Ivory Coast	Qatar
Democratic Yemen	Jamaica	Republic of Korea
Denmark	Japan	Republic of South Viet-Nam
Dominican Republic	Jordan	Romania
Ecuador	Kenya	Rwanda
Egypt	Kuwait	San Marino
	Lebanon	Saudi Arabia
		Senegal

Sierra Leone	Tunisia	United Republic of
Somalia	Turkey	Tanzania
Spain	Uganda	United States of
Sri Lanka	Ukrainian Soviet	America
Sudan	Socialist Republic	Upper Volta
Swaziland	Union of Soviet	Uruguay
Sweden	Socialist Republics	Venezuela
Switzerland	United Arab Emirates	Yugoslavia
Syrian Arab Republic	United Kingdom of	Zaire
Thailand	Great Britain and	Zambia
Togo	Northern Ireland	
Trinidad and Tobago	United Republic of Cameroon	

14. The Secretary-General of the United Nations was present at the Conference. Representatives of the following offices of the Secretariat were also present:

- Department of Economic and Social Affairs
- Division of Human Rights
- Economic and Social Commission for Asia and the Pacific
- Economic Commission for Latin America
- Economic Commission for Africa
- Economic Commission for Western Asia
- United Nations Environment Programme
- United Nations Industrial Development Organization
- Habitat: United Nations Conference on Human Settlements

15. The following United Nations bodies were represented:

- United Nations Children's Fund
- United Nations Development Programme
- United Nations Fund for Population Activities
- United Nations Institute for Training and Research
- United Nations Research Institute for Social Development
- United Nations Social Defence Research Institute
- World Food Programme (joint United Nations/FAO programme)

16. The following specialized agencies were represented:

- International Labour Organisation
- Food and Agriculture Organization of the United Nations
- United Nations Educational, Scientific and Cultural Organization
- International Civil Aviation Organization
- World Health Organization

International Bank for Reconstruction and Development  
World Intellectual Property Organization

17. The International Atomic Energy Agency was also represented.

18. The following Governments were represented by observers:

Netherlands Antilles

Papua New Guinea

Surinam

19. In accordance with General Assembly resolution 3276 (XXIX), the national liberation movements recognized by the Organization of African Unity and/or by the League of Arab States in their respective regions were invited to participate in the Conference as observers, in accordance with the practice of the United Nations. Representatives of the following movements attended as observers:

People's Movement for the Liberation of Angola (MPLA)

National Front for the Liberation of Angola (FNLA)

African National Congress (ANC, South Africa)

South West Africa People's Organization (SWAPO)

African National Council (ANC, Zimbabwe)

National Liberation Movement of Comoro (MOLINACO)

Palestine Liberation Organization (PLO)

20. The Commission on Human Rights was represented by an observer.

21. The following intergovernmental organizations were represented by observers:

Commission of the European Communities

Council for Mutual Economic Assistance

Inter-American Development Bank

League of Arab States

Organization of American States

Inter-American Commission of Women

Organization of African Unity

Organization for Economic Co-operation and Development

22. In accordance with Economic and Social Council decision 73 (LVIII), observers of 114 non-governmental organizations in consultative status with the Economic and Social Council or on the Roster attended the Conference.

23. The list of participants is given in document E/CONF.66/INF.2.

## B. Opening of the Conference and election of the President

24. The Conference was opened by the Secretary-General of the United Nations. In his statement he noted that the World Conference of the International Women's Year dealt with one of the most important issues of the day, the contribution of women to modern society. It was significant that the Conference, which marked an historic moment in the struggle for women's rights, was taking place on the thirtieth anniversary of the creation of the United Nations.

25. He paid a tribute to the Commission on the Status of Women for its pioneering work; to the Secretary-General of the International Women's Year and of the Conference and to her staff for their tireless efforts; and to the non-governmental organizations and concerned individuals everywhere for their help and encouragement. He also expressed gratitude, on behalf of the United Nations, for the invaluable assistance and hospitality shown by the Government and people of Mexico throughout the preparations for the Conference.

26. The growing realization that important world problems were interlinked and could not be solved in isolation had given impetus to the simultaneous study of problems relating to the role of women in society and those of food, population, the environment, human settlements, health and education. The Conference should therefore be seen in the context of a universal search for a better understanding of the complexities of modern society and of the long-term interests of the human race as a whole.

27. The issues facing the Conference were not simply questions of basic human rights, of economics or of legal rights; they involved differences of history and traditions as well as the identification of obstacles to the achievement of the purpose of the United Nations, proclaimed in the Charter, to promote social progress and better standards of life in larger freedom. It was fundamentally wrong, therefore, to regard the issue of women's rights and opportunities as one of less importance than other social, humanitarian and economic problems. That attitude ignored the fact that those problems could be solved only with the active involvement of women and it denied the right of women to participate fully in the solution of problems common to the whole human race. It was hoped that the Year and the Conference would serve to correct that attitude.

28. The Secretary-General of the United Nations further remarked that the Conference would be the first major step in a concerted and world-wide endeavour to provide true equality for women in society, to chart a new course and to end the tendency to separate the sexes in matters of education, opportunity and economic priorities.

29. In conclusion, he stressed the belief that women could play a crucial role in the re-examination of basic values and in charting the future course for the world as a whole. He was confident that the Conference would represent a turning-point in changing attitudes, prejudices and assumptions that were based neither on human equity nor on practical common sense.

30. At its 1st plenary meeting, the Conference also heard an address by His Excellency Mr. Luis Echeverría Alvarez, President of Mexico. Extending a cordial welcome to the participants, he said that the Conference provided an opportunity to find methods and strategies which would afford women the same opportunities as

men to participate actively in the development process and in achieving world peace. It was indisputable that throughout the centuries women had, in varying degrees, been relegated to a marginal position and that even today they did not enjoy complete de jure or de facto equality with men.

31. The women of the entire world, whatever the differences between them, had in common the painful experience of receiving or having received unequal treatment. As their awareness of that fact increased, they would find themselves becoming natural allies of the struggle against any form of oppression. For that reason, women constituted an enormous revolutionary reserve in the world of today.

32. Mr. Echeverría said that no woman was more discriminated against or exploited than the woman without bread, school or medicines for her children. He added that in order to further the participation of women at all levels and involve them in development planning he felt that it would be necessary to link those purposes with the actions taken on other fronts against armaments, neo-colonialism, foreign domination, racial discrimination, interference in the domestic affairs of other States and the threat of the use of force and with the actions taken to prevent the violation of the independence, sovereignty and territorial integrity of peoples. In the struggle to achieve those objectives, women would contribute significantly to the global cause of peace.

33. Women everywhere should become fully conscious of their marginal position in society in order to improve their status as well as to work for the betterment of human society as a whole. The Conference was therefore a Conference of women and men working together to improve the status of the female population.

34. In their role as mothers, women should ensure that their children saw them participating actively in the process of collective change. Men and women had identical responsibilities in society and in the family. A more equitable balance could be gained if the former played a larger role in community life and the latter in the home. All tasks were appropriate to either sex.

35. In order to equip women for such change, a corresponding change would have to take place in the orientation of education and modes of work. The incorporation of women into various facets of the development process, for example, into the labour force, was not in itself a liberating factor. Structural changes in conditions of work and social life must also take place. Otherwise, the working woman might contribute to her own oppression.

36. Mr. Echeverría saw the need for social change in the situation of women as being vitally linked to a new international economic order. Women in the third world had to fight for equality of material conditions and for equal educational and employment opportunities. He warned that as they gained apparent new freedoms women must guard against repeating the pattern of alienation and exploitation which was the mark of unjust societies. He concluded that if women remained outside the global process of revolution they would make no substantial advances. Violence, which was at the root both of the oppression of women and of international crises and war, must end. He hoped that the recommendations of the Conference would exert a profound influence on the youth of today and on the quality of life of future generations by providing an integrated approach to the problems of equality, development and peace.



37. At its 1st plenary meeting, the Conference elected by acclamation Mr. Pedro Ojeda Paulada, Attorney-General of Mexico, as President of the World Conference of the International Women's Year. The President then addressed the Conference, emphasizing that the interest shown in the Conference by the number of delegations and observers attending it was sufficient proof of the interest that it has aroused in every corner of the earth. The task of the Conference was to prepare a programme of action to include both short- and long-term measures to ensure the integration of women as participants on an equal basis with men in the effort to achieve full development, to eliminate discrimination based on sex and to collaborate in strengthening international peace.

38. He mentioned the important contribution that the participants expected from the representatives of bodies within the United Nations system, which would have to implement the recommendations of the Conference. He also spoke of the invaluable discussions taking place in the parallel meetings of the International Women's Year Tribune, the Seminar on Women and Development and the Journalists Encounter. He concluded by expressing his confidence that a new phase of the work of the United Nations would be initiated at the Conference, a phase the purpose of which would be to find methods of integrating women effectively into the efforts being made by mankind to establish peace upon just, rational and equitable bases. In fulfilling its task, the Conference would be contributing to making the establishment of a new world economic order a reality.

39. In an address at the same meeting, the Secretary-General of the Conference and of the Year said that the Conference was the first intergovernmental meeting the agenda of which was devoted to the situation of women in society and the first at which women formed part of virtually every delegation. She hoped that a precedent would thereby be set and that future international meetings, whether on political or economic affairs, on disarmament, trade or human settlements, would have equitable representation of women and men.

40. The Conference should keep in mind that women and men were equally affected by the future and that they therefore had a joint responsibility for determining that future. Men could not claim an exclusive right to shape the world's destiny and women, on their part, should also take up the challenge to share decision-making with men.

41. It was customary to regard problems facing women as independent of other problems confronting society. One of the principal goals of the Year was precisely to break through such separatist thinking. The denial of women's rights and opportunities was at the very root of widespread social and economic ills such as illiteracy, malnutrition, mass poverty, maternal and child mortality and unchecked rates of population growth.

42. Despite the fact that conditions varied significantly between and within countries, owing to cultural, political, social and economic factors, there was no conflict between the real aspirations of women for social justice and a better life. Women should therefore support and reinforce one another in a joint effort to create a better world.

43. There was no country in the world where women had representation in decision-making that was proportionate to their numbers. In affairs of State, power rested totally in the hands of men. The participation of women in international affairs

was also very low and was reflected in the secretariats of bodies within the United Nations system. Radical action was required to break the vicious circle by providing women with equal opportunities for education and training and equal opportunities to become economically independent so as to play a full role in society.

44. Although women were increasingly challenging sex stereotypes, there was still an urgent need to change the attitudes of both women and men in that regard. It would be futile to deal with the low status of women independently of the social and economic problems confronting society as a whole. The struggle of women for equality was no less valid than the struggle of colonial peoples for fundamental human rights, autonomy and independence.

45. The Secretary-General of the Conference and of the Year drew the attention of the Conference to the forthcoming seventh special session of the General Assembly, which would examine the Charter of Economic Rights and Duties of States. Serious attempts were being made to find a new world economic order so as to solve a range of economic and political problems still affecting the peace and stability of the world. Women should realize that they had a significant role to play in the solution of those problems. Failure to contribute might prolong social stagnation and discrimination on the basis of sex.

46. In conclusion, she urged the Conference to agree on a new approach to development and to bring about a new solidarity among women as well as a partnership with men, leading to a new era of social and economic co-operation between all countries and all regions of the world.

### C. Other addresses and messages

47. In an address to the Conference at its 3rd plenary meeting, Her Excellency Mrs. Sirimavo Bandaranaike, Prime Minister of Sri Lanka, stated that the Conference marked the first time that the need for a concerted programme of action for the advancement of women had assumed such high priority at the international level. It provided an opportunity for the world community to take a positive and constructive view of the material benefits to the human race to be won from the integration of women in development and the spiritual and cultural benefits to be gained from their significant contribution to peace and international understanding. A tremendous responsibility rested with the Conference to restructure human society so as to present a radical alternative to all concepts that were challenged there.

48. Women all over the world were united in a single goal - that of attaining true equality with men in all spheres of life and of freeing themselves from discrimination based on sex in respect of civil, political, cultural, economic and legal rights. Those rights included the right to vote, the right to own, inherit and bequeath property, the right to equal opportunities with men in employment and the right to equal pay for work of equal value.

49. The unified approach to development was relevant to the strategies for improving the status of women for, in her view, those issues were at the core of the problems of development, social renewal and change in many countries. Solutions to those problems went hand in hand with policies for rapid economic expansion, for more equitable income distribution and for wider participation by women in decision-

making. The Conference should not be seen as the culmination of three decades of united efforts on the part of the international community to achieve a niche in society for women, since they were an integral part of society but, in recognition of the dignity of womanhood and motherhood, as the beginning of an era of progress in peace and harmony for the whole human family.

50. At its 7th plenary meeting, on 23 June 1975, the Conference heard an address by His Excellency, Mr. Olof Palme, Prime Minister of Sweden. He stated that the problems of women were not separate from the problems of the development of society at large. If women were to be liberated, conditions of poverty, exploitation and hunger would have to be eliminated. Therefore he saw the call of the developing countries for a new world economic order as basic to the issues before the Conference. Thus, the efforts to achieve equality between men and women must be integrated with the struggle for economic and social equality within and between countries.

51. Although in many industrialized countries the formal barriers between women and men had been broken down, nevertheless, in actual fact, women were expected to assume the major responsibility for the home and to accept an inferior position in employment and in society. There was a growing realization, he asserted, that a changed role for women required a changed role for men. An extensive transformation of society was therefore needed to bring about the emancipation of women, the liberation of men and a deeper response to the needs of children. Women would only become emancipated as they became more aware of their potentialities and rights.

52. Messages from the following Heads of State or Government were also read out to the Conference beginning with its 2nd meeting: Her Excellency Maria Estela Martínez de Perón, President of Argentina; Her Majesty Queen Alia of the Hashemite Kingdom of Jordan; His Excellency N. Podgorny, Chairman of the Presidium of the Supreme Soviet of the Union of Soviet Socialist Republics; His Holiness Pope Paul VI; His Excellency J. B. Tito, President of the Socialist Federal Republic of Yugoslavia; His Excellency Todor Zhivkov, President of the State Council of the People's Republic of Bulgaria; His Excellency Dr. Joaquín Balaguer, President of the Dominican Republic; His Excellency Nicolae Ceausescu, President of the Socialist Republic of Romania; His Excellency W. Stoph, Chairman of the Council of State of the German Democratic Republic; His Excellency Henryk Jablonski, President of the Council of State of the Polish People's Republic; His Excellency Mr. Takeo Miki, Prime Minister of Japan; Her Excellency Mrs. Indira Gandhi, Prime Minister of India; His Excellency Mr. Mahomed Siyaad Barre, President of the Supreme Revolutionary Council of the Somali Democratic Republic and Chairman of the Organization of African Unity; His Excellency Mr. Gaafar Mohamed Nimeri, President of the Democratic Republic of the Sudan; His Excellency the Honourable Eric Gairy, Prime Minister of Grenada; His Excellency Brigadier General Teferi Bante, President of the Provisional Military Government of Ethiopia; His Excellency Mr. Ahmed Sekou Touré, President of the Republic of Guinea; General Omar Torrijos Herrera, Chief of the Government of Panama; His Excellency Brigadier General Guillermo Rodríguez Lara, President of the Republic of Ecuador; His Excellency the Honourable Professor Aldo Moro, President of the Council of Ministers of Italy; and His Excellency Constantin Tsatsos, President of Greece.

### D. Adoption of the rules of procedure

53. At its 2nd plenary meeting, on 19 June 1975, the Conference adopted as its rules of procedure the provisional rules of procedure contained in document E/CONF.66/2, with the following amendments:

(a) In rule 1 (Composition of delegations) the number of accredited representatives was increased from "two" to "four";

(b) Rule 6 was amended to read as follows:

"The Conference shall elect the following officers: a President, 46 Vice-Presidents and a Rapporteur-General as well as a Chairman for each of the main committees provided for in rule 42. Each committee shall elect three Vice-Chairmen and a Rapporteur."

### E. Adoption of the agenda

54. At its 2nd plenary meeting, on 19 June 1975, the Conference decided to amend the wording of item 8 of the provisional agenda contained in document E/CONF.66/1. It then adopted the text as amended. The agenda as adopted (E/CONF.66/7) was as follows:

1. Opening of the Conference and election of the President
2. Adoption of the rules of procedure
3. Adoption of the agenda
4. Establishment of committees and organization of work
5. Election of officers other than the President
6. Credentials of representatives to the Conference
  - (a) Appointment of the Credentials Committee
  - (b) Report of the Credentials Committee
7. The objectives and goals of International Women's Year: Present policies and programmes
8. The involvement of women in strengthening international peace and eliminating racism, apartheid, racial discrimination, colonialism, alien domination and acquisition of territories by force
9. Current trends and changes in the status and roles of women and men, and major obstacles to be overcome in the achievement of equal rights, opportunities and responsibilities
10. The integration of women in the development process as equal partners with men

11. World Plan of Action
12. Adoption of the report of the Conference

F. Establishment of committees and organization of work

55. In accordance with rule 4 of the rules of procedure, the Conference at its 1st plenary meeting appointed a Credentials Committee composed, in accordance with rule 4, of the following nine States:

Belgium	United Republic of Tanzania
China	Union of Soviet Socialist Republics
Costa Rica	United States of America
Philippines	Venezuela
Senegal	

56. In accordance with rule 42 of the rules of procedure, the Conference established two committees, designated the First and Second Committees, to study the substantive items of the agenda.

57. The Conference decided that the organizational items (items 1 to 6) and item 12 should be discussed directly in plenary without reference to a committee, and that items 7 and 8 should be considered jointly in plenary as part of the general debate, on the understanding that specific proposals submitted under item 8 would be referred to the appropriate committee for consideration.

58. The Conference allocated item 11 to the First Committee. The work of the First Committee is recorded in part two, chapter VII, of the present report.

59. The Conference allocated items 9 and 10 to the Second Committee. An account of the work of the Second Committee is given in part two, chapter VII, of the present report.

G. Election of officers other than the President

60. In accordance with rule 6 of the rules of procedure, the Conference elected the following 46 Vice-Presidents (11 from Africa, 10 from Asia, 6 from Eastern Europe, 9 from Latin America and 10 from Western Europe and other States):

Argentina	India
Bulgaria	Indonesia
Canada	Ivory Coast
China	Italy
Colombia	Japan
Cuba	Kenya
Dominican Republic	Mauritius
Ecuador	New Zealand
France	Niger
Gabon	Nigeria
German Democratic Republic	Norway
Germany, Federal Republic of	Pakistan
Greece	Panama
Grenada	Philippines

Peru	Union of Soviet Socialist Republics
Poland	United Kingdom of Great Britain and Northern Ireland
Republic of South Viet-Nam	United States of America
Somalia	Venezuela
Sri Lanka	Yugoslavia
Sudan	Zaire
Sweden	Zambia
Syrian Arab Republic	
Thailand	
Tunisia	
Ukrainian Soviet Socialist Republic	

61. The Conference also elected Maria Groza (Romania) Rapporteur-General by acclamation.

62. The Conference elected the following Chairmen of the main committees set up under rule 42:

First Committee: Jeanne Martin Cissé (Guinea)

Second Committee: Shapour Rassekh (Iran)

## Chapter VI

### SUMMARY OF THE GENERAL DEBATE

63. In the course of the general debate, which was conducted in 20 plenary meetings from 19 to 30 June 1975, the Conference was addressed by the representatives of 125 Member States, and by representatives of United Nations bodies, national liberation movements, intergovernmental organizations and non-governmental organizations. All speakers expressed their gratitude and appreciation to the President and people of Mexico and to the President and Secretary-General of the Conference.

64. Item 7 of the agenda ("The objectives and goals of International Women's Year: present policies and programmes") and item 8 ("The involvement of women in strengthening international peace and eliminating racism, apartheid, racial discrimination, colonialism, alien domination and acquisition of territories by force") were considered in plenary, within the context of the general debate.

65. Many speakers associated themselves with the theme of the Year, "Equality, development and peace", stating that it focused on three basic international concerns and required simultaneous action. Many said that the three elements were interrelated and that questions relating to the achievement of equal opportunities for women and to their integration in the total development effort as equal partners with men could not be discussed realistically in isolation from other basic social and economic questions such as under-development, exploitation, oppression, racial discrimination, colonialism, neo-colonialism, fascism and war. A number of speakers stressed that the emancipation of women was an inseparable part of the struggle of the whole nation and people. The primary task at the present time in the struggle for women's emancipation was to fight imperialism and colonialism; and to win and safeguard national independence, national economic rights and interests, social progress and women's rights. The Conference was regarded in one sense as the culmination of a trio of conferences. The first two were the World Population Conference and the World Food Conference, which had, in their recommendations, taken account of the interrelationship between the status of women and population questions and between the status of women and food production. In another sense, however, the Conference was regarded as the beginning of a new era of greater participation of women and girls in all aspects of social progress, development and the search for peace. In that connexion, there was support for the proposed Decade of Women and Development to begin in 1975 and for the integration of women in the strategy for the new economic order.

66. Many speakers stressed the fact that basic changes in the economic and social structure of many countries would be necessary in order to create suitable conditions for obtaining the equality of women. Many also said that the principles embodied in the Charter of the United Nations relating to the promotion of equality and peace for all could never be realized unless women, who comprised one half of the world's population, were regarded first as human beings with full civil, political, economic and social rights. Many speakers expressed their appreciation of the pioneering efforts of the Commission on the Status of Women.

since its establishment in 1946. The awareness of the unequal situation of women throughout the world, revealed by the Commission's many reports and studies, and the guidelines it had set for national, regional and international action, were found to be particularly valuable. It was also stressed that the needs of all women whether young or old, rural or urban, privileged or disadvantaged, in developed or developing countries should be taken into account. Many of the participants stressed that the full participation of women had become a necessary factor in development and that it was a part of the general struggle of humanity for social progress, peace and international co-operation. The advancement of women must be one of the major concerns of Governments, of the international community and of civic organizations. A number of speakers considered that, to be of lasting value, the discussions and recommendations of the Conference would have to be implemented at the national, regional and international levels. Stress was laid on the need for increased international co-operation and technical assistance, particularly from the various bodies within the United Nations system. However, it was also pointed out that Governments, non-governmental organizations and individual women and men also had a tremendous responsibility to ensure the implementation of the World Plan of Action and other recommendations of the Conference at the national level. A suggestion was also made for the establishment of a permanent body which would have as its task to analyse and evaluate problems relating to the status of women in member countries and which would serve as a forum for the presentation of the views of women on world and regional problems. It would provide a flexible mechanism, working on the basis of regional organizations co-ordinated at the international level, and it would hold periodic meetings at both the regional and the international level.

67. Some countries thought that a voluntary fund could be established to assist in carrying out the Plan. It could be funded by Governments and private institutions. Some speakers also suggested that foreign aid to strengthen national or regional programmes for women could be accorded priority. A few countries offered special contributions for women's programmes to be carried out by the United Nations.

#### A. Equality

68. Several speakers thought that despite the fact that many countries had long supported the concepts of fundamental human rights and freedoms, both by subscribing to the Charter of the United Nations in the Universal Declaration of Human Rights and by enacting national legislation, there was frequently a divergence between human rights and women's rights because of the generally inferior status that women held in relation to men. Some speakers felt that the principle of equality between the sexes was interrelated with the principle of equality between countries and ethnic groups. In that regard, many speakers spoke of the benefit to be gained by women and other marginal groups from the new world economic order and other international development strategies. Many representatives believed that a revolutionary change in the structure of society was needed to bring about the social and political liberation of women and to ensure their equal economic, legal and civic rights.



69. Several speakers stated that equality of men and women had been achieved in their countries in the political, social, economic and cultural spheres of life. The revolution and socialism had made a profound change in the status of the masses of women and had raised them to the role of active builders of a new life. The number of women elected to the supreme bodies of government was growing from year to year.

70. A number of speakers discussed the historical and cultural factors that had contributed to fostering and maintaining the notion of the inferior role of women in the vast majority of nations throughout the world. Various types of legislation were mentioned that had been enacted in the past to guarantee women's rights. New laws recently adopted in direct response to work of the United Nations system and particularly to the recommendations of the Commission on the Status of Women as well as to the international women's movement were also described. Some of those legal provisions included the right of women to initiate divorce, to terminate pregnancy under certain situations, to own and dispose of property during, and at the dissolution of marriage, to have custody of her children and to have citizenship. It was also suggested that there should be more effective legislation to protect women against all forms of physical violence. Other provisions were geared specifically to improve the situation of working women through such measures as pension benefits and maternity leave and to ensuring that women should receive equal pay with men for work of equal value.

71. It was pointed out by some speakers that even if legislative measures were a prerequisite of real equality, they were not, by themselves, sufficient to guarantee women genuine and lasting equality. A variety of social and economic measures and changes had to be taken. For example, women's numerical participation in the labour force could be a misleading indicator of equality as women were often employed in the lowest-paid jobs. Moreover, as in most cases women had to interrupt their working career to rear children, they were frequently passed over for promotion and given the least rewarding jobs. Governments could help to redress such unjust situations by extending facilities for maternal and child care, family planning and nutrition and, particularly, by establishing day-care centres. A few speakers thought that women could gain equality in the foreseeable future only if they were accepted as a specific target group for policy and programme development. The burdens borne by women in the family could be considerably lightened if society as a whole could take measures to provide child care and domestic facilities and if men took a more equitable share of domestic responsibilities. A number of participants also noted that, in developing and developed societies alike, responsibility for child-rearing must be much more equitably shared with men if women were to have the time necessary for wider social and political, as well as economic, involvement in society. Co-partnership between men and women was necessary in all family affairs. Day-care centres and other community facilities that helped release women from an inequitable share of household responsibilities should be given special consideration.

72. For some speakers, the level of women's emancipation and equality with men in any society represented an important indicator of the extent of development and political democracy of that society. Statistics on the proportion of women in

educational and training institutions, in politics and at various occupational levels were given in support of that argument. In the majority of countries there was a notable absence of women in high-level decision-making posts. The hope was therefore expressed that the efforts made to place women in senior positions in the United Nations system would be expanded, particularly in areas such as in UNDP field posts. That could prove a useful example to Governments, universities and other institutions.

73. Some speakers stressed the importance of changing stereotyped attitudes of men and women towards the role of women in society. To that end it was essential that women should take part in economic and social life and that they should be assured of the recognition, by society, of that participation. They should also work through existing institutions such as schools, beginning with children at the earliest age and through the mass communications media to eliminate discrimination against women. On the other hand, several speakers also spoke of the value of establishing special national, regional and interregional mechanisms for initiating action and monitoring the progress made in improving the position of women in society and their participation in national policy formulation and decision-making. In this connexion, several speakers mentioned the work of national advisory and fact-finding commissions or committees on the status of women. The work of the Inter-American Commission of Women, founded in 1928, was also mentioned. In the view of those speakers, such mechanisms should be in no way isolated from total national planning and policies. Such bodies could keep the issue of equality between the sexes constantly before the public and urge Governments to ratify international instruments relating to women, including those adopted by the International Labour Organisation and the United Nations Educational, Scientific and Cultural Organization. A few speakers expressed the hope that a convention on the elimination of discrimination against women would be speedily adopted by the General Assembly so as to give legal validity to the principles expressed in the Declaration on the Elimination of Discrimination against Women, adopted by the General Assembly in 1967 (resolution 2263 (XXII)).

74. One delegation thought the time had come for the General Assembly to consider the possibility of drawing up a Charter of the Rights of Women.

### 3. Development issues

75. There was widespread agreement among the participants in the Conference that national and international development was not possible without the full and effective participation of women, who constituted an important element in all societies. Many participants expressed the view that while such participation was a major goal to which all could subscribe, it could be accomplished only if different national conditions and aspirations were taken into account. There were, therefore, many possible roads leading to that common goal.

76. A great number of participants expressed the belief that the forging of a new international economic order and the abolition of the conditions that relegated women to inferior economic, political and social roles were

prerequisites of the achievement of equality. They said that the new economic order ensured respect for the right of all peoples to independent economic and social development, the right to exercise sovereignty over their own resources and the right to have access to the results of technology and science. Some observed that, while the achievement of equality by women was closely related to an improvement in conditions of life and the establishment of a more equitable international economic order, women could not wait for such developments to take place before insisting on, and working for, an equal role with men in all aspects of life. Some participants also pointed to evidence that women had not always benefited from changes introduced in the name of development, and said that the harmful effects of economic growth on the lives of women had indeed been recognized. Many participants agreed that both those lines of action must be pursued simultaneously and harmoniously if the full and effective participation of women in development was to be achieved. Many also held that the developed countries, in particular, bore a heavy responsibility for creating the conditions in which equality could be attained and that they must, therefore, make every effort to attain the goals of the Second United Nations Development Decade and that they should comply with the mandates of the United Nations concerning the establishment of a new international economic order.

77. Several participants stated that, in countries with planned economies, the participation of women in development was not a problem, since those countries had undertaken intensive industrialization, in which such participation was inherent. Some speakers stressed that fundamental, social and economic transformation was important for the radical improvement of the status of women in society and for their full integration into the development process. Socialism guaranteed the necessary conditions for the co-ordination of the functions of the woman as a human being engaged in work, as a citizen and as a mother, thus creating in principle an equal role for men and women in the whole development and decision-making process.

78. The relationship of employment opportunity to development and the inequitably high rates of unemployment and underemployment among women received considerable attention during the Conference discussions. In many parts of the world women had few opportunities for useful employment outside the home, where traditional roles almost always confined them to homemaking and child-rearing. Even where broader employment opportunities existed, these were too often only in traditional fields that permitted limited exercise of imagination and innate abilities. This was often due to the fact that women lacked the opportunities for basic education and training that would enable them to function effectively. Special attention must therefore be given to helping women take advantage of a wider range of employment opportunities through the eradication of illiteracy, improved schooling and vocational training.

79. A number of participants suggested that several areas of concern and lines of action should be given special recognition. Many pointed out that rural women constituted a major portion of the world's human resources, yet they were traditionally relegated to menial and unproductive roles compared with men. That practice not only deprived national and international development efforts of

significant resources but prevented women in many parts of the world from achieving self-fulfilment. Determined efforts must therefore be made to open up to rural women opportunities that would allow them to broaden their involvement in development on an equal basis with men. These might be found in agricultural training, co-operative formation and management, rural industry and other fields in which rural developments might take place.

80. The situation and role of women in urban slums and shanty towns were also referred to by a number of participants as matters warranting careful examination and determined action. Improved social services and social security measures were necessary to help place those women in a stronger position to participate in development, but care must be exercised to ensure that such actions should strengthen women's independent roles rather than increase their dependency on men.

81. Population policy was mentioned several times during the Conference as a field in which women had particular concerns and competence and in which their actions bore a direct relationship to their participation in development. Women and the couple must participate freely in the decisions that were made concerning the size of the family and the spacing of children if they were to be able to decide on the extent of their own participation in development activities.

82. Some representatives claimed that the maintenance of the gap between the developed and the under-developed countries was one of the principal reasons for the lack of progress. In their opinion the basic requirement for the participation of women in development was the eradication of the economic and social problems of under-development that existed in many countries as a result of the old imperialist and colonialist policies.

83. However, a large number of non-aligned and developing countries emphasized that the international relations existing in the current economic and political situation were the main reason for the widening of the gap between developed and developing countries and that the solution could be sought only through establishment of the new international economic order.

84. One of the principal themes emerging from the Conference discussions was that legislative action, while having great importance, did not itself necessarily guarantee women a full and effective role in development. Greater attention should be paid to the need to ensure that legislation should be effective. A wide variety of opportunities for actual participation should be created, both to ensure the implementation of legislation and to break the vicious circle of custom and practice that locked women into secondary and inferior roles. In particular, women must be included at all levels of decision-making, including planning, implementation and evaluation of development activities. National bodies should be established to monitor the advancement of women.

85. Many speakers noted that the need to create suitable conditions for the full and effective participation of women in development did not exist only in the developing countries, but existed equally strongly, if often in different forms, in developed countries as well. Women in many parts of the world were limited to

secondary and inferior roles in the context of their own societies, and so far only a few societies were completely free from that burden of oppression.

86. A number of speakers observed that there was, as yet, little information available on the situation, needs and aspirations of women and on their actual and potential roles in national and international society. Such information was indispensable to the creation of viable policies and programmes concerning the role of women in development. Research on such matters was urgently needed, in particular research into the attitudes of both men and women towards women's role in society. Participants expressed widespread interest in the regional and training activities of the United Nations, including the African Training and Research Centre for Women, and some suggested the need for the establishment of an international research and training centre. Such a centre would contribute to a broader understanding of the factors that promoted and inhibited the participation of women in development as well as to the identification of new and promising areas for international and national action in that regard. Existing units of the United Nations and its specialized agencies should focus special attention on developing new ways of measuring changes in the situation of women both within and between countries.

87. It was stated that if women were to be encouraged, or even allowed, to contribute to the industrial growth that was so vital a part of every nation's development, a determined, concerted and co-ordinated effort was required by all those partners in the process: the developing countries, the industrialized countries, and the international community. What was needed was not only a fundamental change of attitude, but one that was translated without delay into a modification of existing structures and the establishment of new ones - almost, in fact, another industrial revolution.

### C. Peace

88. A large number of speakers noted that equality, development and peace were interdependent, that one could not exist without the others, and that peace was a prerequisite of social progress in general, and of the improvement of the status of women in particular. There was general agreement among participants in the Conference that true international co-operation among countries and peoples must, in accordance with the Charter of the United Nations, be based on fully equal rights, respect for national independence and sovereignty, non-interference in the internal affairs of States, the avoidance of the use or threat of force as well as on the full exercise of the right of self-determination and the recognition of human rights and the dignity of the human person. There was also widespread recognition of the importance of establishing a new world economic order and of increasing the involvement of women in efforts to strengthen international peace and eliminate colonialism and neo-colonialism, foreign occupation, apartheid, fascism, racism and racial discrimination in all its forms and the acquisition of territories by force. Several speakers stressed the important contribution of millions of women in the defeat of fascism in the Second World War; that contribution showed the potential of women in the cause of peace.

89. Many speakers emphasized that although, in recent years, the world had witnessed a reduction in international tension, a number of military conflicts were still taking place in parts of Africa, Asia and the Middle East and millions of people - men, women and children - had perished or had suffered grievously or were still continuing to suffer. A number of participants stressed the importance, both for world peace and for the progress of women, of the implementation of the United Nations resolutions dealing with international peace and security, particularly the Security Council resolutions on the situation in the Middle East, the withdrawal of the Israeli armies from the territories occupied in the war of 1967, respect for the right of the Palestinian people to self-determination, and also the return, according to United Nations resolutions, of Palestinians and Cypriot refugees to their homes.

90. Many speakers made references to the constant violations of human rights that had taken place in Chile, and requested the immediate cessation of torture, oppression, maltreatment and repression to which the people of Chile, especially the women, were victim.

91. A number of delegations spoke with satisfaction of the return of peace to Viet-Nam and expressed appreciation of the role played by women in the struggle for national independence. They also manifested their desire to help the Viet-Namese people to heal the wounds of war and reconstruct the country. They stated that the cessation of hostilities in South-East Asia had contributed significantly to the improvement of the international political climate. The spread of détente was viewed by some delegations as a contribution to the establishment of conditions under which all countries, regardless of their social and economic structure or level of development, would be able to derive greater benefit from the gains resulting from mutually advantageous co-operation. It was urged that the process should be made irreversible. That in turn would contribute to the resolution of problems of economic and social development, including those related to the improvement of the status of women.

92. The consequences of colonialism and economic backwardness in the form of illiteracy, poverty, disease, hunger and unemployment, which brought hardships to millions of women and children in the world, were deplored by many speakers. It was argued that the solution of those problems had become an urgent and acute need of the contemporary world. In that connexion, participants in the Conference noted with satisfaction that three colonial countries, Sao Tome and Principe, Cape Verde Islands and Angola, the last of which was represented at the Conference, would become independent during the Year. A fourth, Mozambique, had become independent during the Conference, on 25 June 1975, and a fifth, Surinam, would become independent on 20 November 1975. The participation of women in those struggles was commended. Some speakers noted, however, that the contribution of women in crisis situations had often gone unrewarded once the crisis was over, and that what had seemed like a permanent improvement in the status of women, especially as regards their role in decision-making, had not survived the return to the previous situation.

93. The increasing role of women in efforts directed to the development of friendly relations among nations, the cessation of the arms race, and the

achievement of general disarmament, especially nuclear disarmament, was noted with satisfaction by a large number of speakers. Some speakers stressed that disarmament should be general and complete under effective international control and that the proposed disarmament conference should be held. Many speakers referred in their statements to the role played by the Soviet Union in favour of disarmament and world peace. The possession of huge arsenals of weapons that could be used to the detriment of mankind was regarded as a danger to world peace and progress. Many speakers condemned the continued manufacture and stockpiling of weapons, especially since the resources used for military purposes could be used for technical and economic assistance and for development programmes to raise the level of living of the least favoured groups and countries. It was clearly the responsibility of women to use their influence to keep the attention of Governments turned towards general disarmament. Some said that until that aim was achieved, women and peoples throughout the world must do their utmost to heighten vigilance against all imperialist manoeuvres, to achieve national independence, and to maintain international peace. Women should also be given the opportunity to serve in government agencies and on delegations to international and regional meetings dealing with international and regional problems, national independence, sovereignty over natural resources, peace, disarmament and security. On their part, Governments should make every effort to increase the number of women in national delegations. Women's groups and organizations were also urged to give their active support to the programmes for the maintenance of peace as well as to the implementation of various resolutions of the General Assembly on the non-proliferation of armaments and the reduction of military budgets. The Conference was reminded that at its sixth special session, the United Nations General Assembly had approved a Declaration and Programme of Action for the Establishment of a New International Economic Order (General Assembly resolutions 3201 (S-VI) and 3202 (S-VI)), and that at its twenty-ninth session, the General Assembly had decisively adopted the Charter of Economic Rights and Duties of States (resolution 3281 (XXIX)). It was stressed that awareness of those decisions and of their relationship to matters of concern to women would help to promote social justice and progress in the world and foster international peace and security.

94. A number of speakers felt that as a result of the new international order and the internal structural changes as well as of their traditional role and functions, particularly those related to parenthood, the care of children and the family, women had developed qualities that made them particularly well suited to participate in efforts to achieve a better life for the weak and the helpless, and to strengthen peace, ensure the exercise of the right to self-determination, and eliminate racism, apartheid, colonialism, neo-colonialism, racial discrimination, alien domination and the acquisition of territories by force. A few speakers, however, felt that women had no special responsibility with regard to international peace simply because they were women, but felt that they should bear equal responsibility with men in national and international decision-making concerned with promoting peace, international security and co-operation. Some said that provision should be made for communication among women so that they could consider methods of influencing Governments to eliminate tension and conflict. Finally, it was stressed that by taking part in the struggle for peace or national independence and liberation, women could broaden their horizons, raise their political consciousness, become aware of their strength, raise their position and win the respect of society.

## Chapter VII

### CONSIDERATION OF THE DRAFT WORLD PLAN OF ACTION AND OF THE DRAFT DECLARATION

#### A. Report of the First Committee

##### 1. Organization of work

95. The Conference at its 2nd plenary meeting, on 19 June 1975, allocated to the First Committee agenda item 11 (World Plan of Action) on the understanding that, should a text of a draft declaration be submitted, it would be considered by the First Committee in connexion with that item.

96. The First Committee met under the chairmanship of Jeanne Martin Cissé (Guinea). It held 12 meetings between 20 June and 2 July 1975. At its 1st and 3rd meetings it elected by acclamation: Nilima Ibrahim (Bangladesh) and Jaroslav Havelka (Czechoslovakia), and Gladys Freyre de Addiego (Uruguay) Vice-Chairmen; and John Bruce Campbell (Australia) Rapporteur.

97. The Committee considered item 11 at its 2nd to 12th meetings. For the consideration of the item it had before it a draft World Plan of Action prepared by the Secretariat (E/CONF.66/5 and Corr.1). It also had before it as a background document the report of the Consultative Committee for the World Conference of the International Women's Year (E/CONF.66/BP/18) and the following background documents: E/CONF.66/BP/1 and Add.1, E/CONF.66/BP/2, E/CONF.66/BP/3, E/CONF.66/BP/4, E/CONF.66/BP/16 and E/CONF.66/BP/17. It had before it also a statement submitted by the International Council on Social Welfare, a non-governmental organization in category I consultative status with the Economic and Social Council (E/CONF.66/NGO/1).

##### 2. Brief summary of general debate

98. In accordance with the decision taken at its 1st meeting, the Committee held a brief general debate on item 11 and set a five-minute time-limit for statements. The general debate was held at its 2nd to 4th meetings.

99. The Chairman of the Consultative Committee for the World Conference of the International Women's Year described the work of the Consultative Committee, established under General Assembly resolution 3277 (XXIX), which had considered the draft Plan. She stressed the fact that the draft Plan was essentially designed to translate into practical reality principles already contained in the Charter of the United Nations, the Universal Declaration of Human Rights, the Declaration on the Elimination of Discrimination against Women and other instruments. The time had come, she said, for effective action to eradicate all forms of discrimination against women. The Plan should provoke, stimulate and provide guidance for such action.

100. In introducing the revised draft Plan of Action (E/CONF.66/5 and Corr.1), the Deputy Secretary-General of the Conference noted that one of the basic problems



before the Consultative Committee had been to draw up a plan of universal application for countries at very different levels of development. The draft contained detailed, though not exhaustive, guidelines for action; it would be for each Government to draw up its own strategy and priorities on the basis of the recommendations contained in the Plan. She drew particular attention to the minimum targets which, it was suggested, should be achieved by 1980 (E/CONF.66/5, para. 35). Pointing out that the draft Plan called for the proclamation of a Decade for Women and Development (1975-1985), she stressed the need for effective national, regional and international action. All organizations in the United Nations system had a role to play in the effective implementation of the Plan and in the periodic review and appraisal provided for in chapter VI of the Plan.

101. An overwhelming majority of the representatives supported the Plan of Action and agreed that it was the most important document before the Conference and congratulated the Secretariat of the United Nations and the Consultative Committee for preparing a comprehensive text, which formed a good basis for discussion. The idea of a Decade for Women and Development (1975-1985) contained in the Plan received the support of many representatives. Great stress was placed on the effective implementation of the Plan, nationally, regionally and internationally, as well as on adequate provision for review and appraisal of the progress made in achieving the objectives.

102. Many representatives indicated that the Plan reflected the main guidelines of the implementation of the aims and purposes of the International Women's Year - equality, development and peace. The document emphasized in particular the necessity of the struggle against Colonialism, neo-colonialism and apartheid and for international independence of peoples, international peace and social progress.

103. Two representatives however held that the document was unsatisfactory and did not reveal the root cause of discrimination against women nor did it point out the correct way for their emancipation. They said that the main way for women's emancipation was to struggle against imperialism, colonialism, racism, apartheid, neo-colonialism and super-Power hegemonism. Without this struggle, equality, development and peace could not be realized.

104. Representatives stressed the need for the allocation of sufficient funds to implement the objectives of the Plan. It was suggested that the voluntary fund, established by the Economic and Social Council in its resolution 1850 (LVI), should be extended on a provisional basis.

105. A number of representatives recognized that, although legal equality among men and women had been almost universally achieved, implementation of the legal provisions was hindered by unfavourable socio-economic conditions and by deeply rooted discriminatory attitudes.

106. In view of the interdependence between the status of women and current global problems, many representatives saw the need to consider the situation of women in the context of other United Nations proclamations, such as the new international economic order, of which many representatives considered the Charter of Economic

Rights and Duties of States a basic element, and of policies for the eradication of colonialism, neo-colonialism, racial discrimination, racism, apartheid and foreign domination. In that context a number of representatives stated that the liberation of a large number of peoples from foreign domination, which allowed them to become full members of the international community, had been the most relevant achievement of the last decade.

107. Several representatives shared their achievements in the field of the realization of women's rights and stated that the Plan should elaborate in greater detail the relationship of world peace to equality of the sexes and development. It was suggested that a historical perspective of the contribution of women to peace and co-operation among States should be included in the Plan. It was also suggested that the Plan should call for complete nuclear and general disarmament. A few representatives, referring to women who were held prisoners and were being tortured, appealed to the Committee to take constructive action to alleviate the suffering of these women.

108. Many representatives in the Committee favoured the adoption by the Conference of a declaration of principles embodying some of those ideas. It was the view of most representatives that the First Committee would be the appropriate body for consideration of such a declaration so as to ensure that the declaration should complement the Plan and that repetition and duplication between the two instruments should be avoided.

109. Many representatives were of the opinion that the Plan of Action should give high priority to the needs of the largest number of women in the developing countries, those in the rural areas and the urban poor. It was felt that some parts of the Plan, especially the section on housing, did not adequately reflect their needs. It was considered extremely important that women should be represented and their voices heard at the Habitat: United Nations Conference on Human Settlements in 1976.

110. Many representatives recommended appropriate action to meet the needs of rural women, especially those of women working in subsistence agriculture. Others emphasized the very real needs of urban women and their problems of alienation.

111. Many representatives pointed out that although economic development was an important element in the improvement of the status of women and their participation in society, higher economic and social growth was not necessarily directly connected with such improvement.

112. Some representatives observed that population conditions were causally related to the status and well-being of women, although the nature of the causality varied among different cultures and reflected a diversity of problems, both at the regional and the national levels. The opinion was expressed that women were frequently used as instruments of policy. Population and social policy relevant to childbearing were, in such cases, applied in a way that eliminated women's freedom of choice as regards the bearing of children. According to that view, where childbearing was concerned, the needs and desires of women were often subordinated to those of the State and society. It was held

that the Plan of Action should include reference to those points, and that it should place greater stress upon the development of the woman and the fulfilment of her own wishes and goals.

113. It was also stressed in this respect by a number of delegations that the free and responsible decision concerning the number and spacing of children belonged to individuals and couples and that population policy was for each sovereign State to determine.

114. It was emphasized that conditions and patterns of internal and international migration often imposed personal, social and economic hardships upon women and were interrelated with the conditions and characteristics of development. It was also pointed out by some representatives that the subject of international migration should be considered positively as an element of population policy, special attention being given to the situation of women and their families. In view of the scope and magnitude of those problems, the proposals for action should include provision for dealing with them.

115. A number of representatives recommended the redistribution of functions and responsibilities between men and women in order to eliminate the double burden carried by many women. Some suggested that household tasks should be developed as a social industry and that the provision of child-care services should be a responsibility of the State. It was pointed out that the vast majority of women were not able to demand better working conditions since they did not form part of the trade-unions and were not organized collectively in that sense.

116. Some representatives explained in detail the manner in which their Governments assisted families to raise their children and carry out their domestic responsibilities.

117. The mass communication media were exhorted to help in changing attitudes towards the achievement of the goals of the Plan. It was suggested that a non-profit international communications network should be created to feed development-oriented information to the media in each country and to inform the population about new roles for women and about their struggle for equality with men.

118. Many representatives considered that the Plan should give greater emphasis to education at all levels, to equip women for greater participation in society, especially in policy-making.

119. Many representatives noted that though technological development contributed to the improvement of social welfare, its benefits were not equitably shared and women workers especially were often placed in a disadvantaged position.

120. Some representatives urged the ratification without delay of international instruments to eliminate discrimination against women. Others stressed the need to re-evaluate outdated international conventions or declarations that might have an adverse effect on women's employment opportunities. Several representatives urged that the preparation of the Convention on the Elimination of Discrimination against Women be accelerated.

121. One delegation considered that in order to consecrate universally the rights, the status and the role of women in the contemporary world as active participants in the national, international, political, economic, social and cultural life and as first educators of the young, it would be appropriate for the United Nations to consider the elaboration of a charter to that effect.

122. Several representatives announced the establishment in their countries of regional or national research centres to study the problems of women. Others mentioned the creation of national machinery, such as national commissions and women's bureaux, to promote the advancement of women. The Committee was informed that the Association of South-East Asian Nations <sup>1/</sup> had proposed the creation of a permanent committee on women's affairs to provide machinery for regional activities to improve the situation of women and to implement the World Plan of Action. The Committee was also informed that a regional centre devoted to research, training, technical co-operation and public information would be established in Latin America with the support of the Interamerican Commission of Women and that it was expected that the centre develop full co-operation with other regional centres that might be established and with all United Nations agencies.

123. The Committee also heard statements by the observers of national liberation movements, who joined other delegations in stressing that in countries that were still suffering from colonial rule or foreign domination women were subject to double discrimination - on grounds of sex as well as of race. The struggle for the liberation of countries and for the elimination of discrimination on the basis of sex could not be separated and the struggle should be waged in such a way that neither would be achieved at the expense of the other. The liberation of women required the active participation of both men and women, and the liberation of countries required the active participation of women as well as men.

124. Some delegations were in favour of a co-ordinated system for the review and appraisal of progress made and problems encountered in the field of the status of women, expressing the hope that this could be integrated for instance with the reporting related to the implementation of the International Development Strategy.

125. A number of observers from non-governmental organizations welcomed the draft Plan of Action, which they considered an excellent basis for discussion. They expressed their support for the Plan and stressed the importance of its implementation.

126. One observer referred to the abuses suffered by consumers throughout the world, particularly in the developing countries and in remote areas, and suggested that women should take a leading part in proposing to the General Assembly that a study be made of existing practices and standards with a view to providing measures for the protection of the rights of consumers, formulating a model code for consumer protection and establishing a consumer protection agency within the United Nations system.

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<sup>1/</sup> Comprising Indonesia, Malaysia, Philippines, Singapore and Thailand.

### 3. Action taken by the Committee

127. At its 5th meeting, the Committee, on the recommendation of its Bureau, decided, without a vote, to establish an informal Working Group in order to consider paragraph by paragraph the draft World Plan of Action (E/CONF.66/5 and Corr.1) in the light of the numerous amendments submitted to the Secretariat by a majority of the participants in the Conference, and to consider the draft Plan chapter by chapter at its formal meetings.

128. The informal Working Group divided itself into two subgroups, A and B, in order to study, respectively, the introduction and chapter I of the draft World Plan of Action.

129. Owing to the lack of time, the Committee was unable to consider chapter by chapter the draft Plan of Action prepared by the Secretariat.

130. At the 6th meeting, on a proposal by the representative of Algeria, the Committee decided, without a vote, to accept the principle of adopting the introduction and chapter I of the draft World Plan of Action (E/CONF.66/5 and Corr.1), as amended by the Committee's informal working groups.

131. At the 7th meeting, the representative of Senegal, speaking on behalf of the African Group, proposed that the Committee decide to adopt, without a vote, the introduction and chapter I of the draft World Plan of Action, as amended by the informal working groups of the Committee, and chapters II to VI, as prepared by the Secretariat on the basis of the recommendations of the Consultative Committee (E/CONF.66/5, chaps. II to VI), with the regional plans of action already prepared and those which might be prepared becoming part of the World Plan of Action to be adopted by the Conference.

132. At its 8th meeting, the Committee decided, without a vote, to adopt the World Plan of Action, consisting of the elements enumerated in the proposal of the representative of Senegal at the preceding meeting. The Committee agreed also that the statements and suggestions made by representatives with regard to the Plan should be attached to the text of the Plan. (See paras. 154 and 156.)

### 4. Statements by representatives on the World Plan of Action

133. While welcoming the adoption of the draft Plan of Action, many representatives expressed regret at the inability of the Committee to consider the many amendments submitted. Several representatives stated that this should not become a precedent for other conferences in the future. It was suggested that for future similar conferences, a deadline of a few days previous to the opening should be set for the submission of proposals and amendments, so that amendments, resolutions and declarations might receive proper consideration.

134. Many representatives considered that the implementation of the Plan and the provisions in chapter VI on review and appraisal were of the utmost importance

and needed strengthening. Other representatives also stressed the urgency for immediate action to implement the Plan.

135. A number of representatives emphasized that as indicated in the Plan, each country should implement the Plan, taking into account its own national plans, priorities, social and cultural conditions and national traditions.

136. Other statements and specific suggestions made by representatives are attached to the World Plan of Action. /See part one, chap. II, sect. C./

#### 5. Consideration of draft resolutions 2/

137. At the 9th meeting, the Committee received a draft resolution (E/CONF.66/C.1/L.23) entitled "Research and training for the advancement of women in Africa". Following an oral amendment calling for the addition of a new operative paragraph 5, the Committee adopted, as draft resolution I, the draft resolution (E/CONF.66/C.1/L.23), as orally amended, without a vote. (For action taken in plenary, see para. 159 below; for the final text, see part one, chap. III, resolution 1.)

138. At the 9th meeting, the Committee received a draft resolution entitled "International co-operation under projects designed to achieve the objectives of the World Plan of Action" (E/CONF.66/C.1/L.26). The Committee adopted the draft resolution as draft resolution II, without a vote. (For action taken in plenary, see para. 150 below; for the final text, see part one, chap. III, resolution 2.)

139. At the 10th meeting, the Committee received a draft resolution (E/CONF.66/C.1/L.31) entitled "The status of women in South Africa, Namibia and Southern Rhodesia".

140. The co-sponsors of the draft resolution (E/CONF.66/C.1/L.31) announced their acceptance of the amendments (E/CONF.66/C.1/L.34) proposed to the draft resolution. The Committee considered also oral amendments, parts of which were incorporated in the draft resolution (E/CONF.66/C.1/L.31), as amended by the changes proposed in document E/CONF.66/C.1/L.34.

141. At the same meeting, the Committee voted as follows on the draft resolution (E/CONF.66/C.1/L.31), as amended:

(a) It adopted the fifth preambular paragraph by 57 votes to 14, with 4 abstentions;

(b) It adopted the sixth preambular paragraph by 57 votes to 5, with 9 abstentions;

(c) In a roll-call vote it adopted operative paragraph 4 by 53 votes to 12, with 13 abstentions. 3/ The voting was as follows:

2/ A list of the draft resolutions submitted to the First Committee, showing the names of the sponsors, is given in annex I.

3/ The delegation of Canada stated that it had abstained but that its vote had not been recorded.

In favour: Afghanistan, Algeria, Brazil, Bulgaria, Byelorussian Soviet Socialist Republic, Chile, China, Congo, Cuba, Czechoslovakia, Democratic People's Republic of Korea, Democratic Republic of Viet-Nam, Democratic Yemen, Dominican Republic, Ecuador, Egypt, Ethiopia, Fiji, German Democratic Republic, Ghana, Guinea, Guyana, Hungary, India, Indonesia, Iran, Iraq, Jamaica, Jordan, Kuwait, Malaysia, Mexico, Mongolia, Morocco, Nepal, Niger, Nigeria, Oman, Peru, Poland, Qatar, Republic of South Viet-Nam, Romania, Senegal, Sudan, Togo, Trinidad and Tobago, Ukrainian Soviet Socialist Republic, Union of Soviet Socialist Republics, United Republic of Tanzania, Yugoslavia, Zaire, Zambia.

Against: Belgium, Denmark, Finland, Germany (Federal Republic of), Iceland, Italy, Netherlands, Norway, Philippines, <sup>4/</sup> Sweden, United Kingdom of Great Britain and Northern Ireland, United States of America.

Abstaining: Argentina, Australia, Austria, Burma, Central African Republic, Costa Rica, Honduras, Ivory Coast, Japan, New Zealand, Spain, Switzerland, Thailand.

(d) The draft resolution (E/CONF.66/C.1/L.31), as a whole, as amended was adopted by 55 votes to none, with 17 abstentions, as draft resolution III. (For action taken in plenary, see para. 161 below; for the final text, see part one, chap. III, resolution 3.)

142. At the 10th meeting, the Committee received a draft resolution entitled "Role of the United Nations system in implementing the World Plan of Action" (E/CONF.66/C.1/L.33).

143. At the 11th meeting, following a number of oral amendments proposed to the various sections of the draft resolution, the Committee proceeded to vote as follows:

(a) It rejected, by 27 votes to 17, with 18 abstentions, the amendment proposed to the third preambular paragraph;

(b) It adopted, by 54 votes to 9, with 6 abstentions, the third preambular paragraph of the draft resolution (E/CONF.66/C.1/L.33);

(c) It rejected, by 37 votes to 29, with 6 abstentions, the amendment proposed to operative paragraph 2 of the draft resolution;

(d) It adopted, by 58 votes to 9, with 7 abstentions, operative paragraph 2 of the draft resolution;

(e) It rejected, by 39 votes to 11, with 15 abstentions, the amendments proposed to subparagraphs (a) and (b) of operative paragraph 3 of the draft resolution;

(f) It adopted, by 51 votes to 2, with 8 abstentions, the proposal for the addition of a new operative paragraph 4.

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<sup>4/</sup> At the 23rd plenary meeting, the delegation of the Philippines stated that it had voted in favour of and not against para. 4.

144. At the same meeting, the Committee adopted, without a vote, as draft resolution IV, the draft resolution (E/CONF.66/C.1/L.33), as a whole, as amended. (For action taken in plenary, see para. 165 below; for the final text, see part one, chap. III, resolution 4.)

145. At the 10th and 11th meetings, the Committee considered a draft resolution (E/CONF.66/C.1/L.35) entitled "Women and health". At the 11th meeting, the Committee adopted, as draft resolution V, the draft resolution, as orally revised, by 56 votes to none, with 12 abstentions. (For action taken in plenary, see para. 166 below; for the final text, see part one, chap. III, resolution 5.)

146. At the 11th meeting, the following draft resolutions were withdrawn by the sponsors:

- (a) E/CONF.66/C.1/L.24 entitled "Rural areas";
- (b) E/CONF.66/C.1/L.25 entitled "Education";
- (c) E/CONF.66/C.1/L.27 entitled "Maternal and child health programmes";
- (d) E/CONF.66/C.1/L.29 entitled "Communications media";
- (e) E/CONF.66/C.1/L.30 entitled "Development and participation".

147. At the 11th meeting, the Committee decided, without a vote, not to consider the draft resolution contained in document E/CONF.66/C.1/L.28, entitled "Women and human development".

148. At the 10th meeting, the Committee received a draft resolution (E/CONF.66/C.1/L.32) entitled "Participation of women in the seventh special session of the United Nations General Assembly and in other meetings of the different bodies of the United Nations".

149. At the 12th meeting, the Committee adopted, as draft resolution VI, the draft resolution (E/CONF.66/C.1/L.32) as orally amended, by 83 votes to none, with 10 abstentions. (For action taken in plenary, see para. 168 below; for the final text, see part one, chap. III, resolution 6.)

150. At the 12th meeting, the Committee had before it the texts of two draft Declarations (E/CONF.66/C.1/L.22 and E/CONF.66/C.1/L.37/Rev.1). An amendment to the latter (E/CONF.66/C.1/L.39) was also before the Committee. At the same meeting the Committee decided, without a vote, to consider the two drafts concurrently.

151. Following a procedural motion, which was adopted by 68 votes to 5, with 18 abstentions, the Committee decided that priority should be given in the voting process to the draft Declaration contained in document E/CONF.66/C.1/L.37/Rev.1, entitled "Draft Declaration of Mexico on the Equality of Women and their Contribution to Development and Peace, 1975".

152. Accordingly, the Committee voted on the revised text of the draft Declaration (E/CONF.66/C.1/L.37/Rev.1) and the amendment submitted thereto (E/CONF.66/C.1/L.39) as follows:



(a) It adopted, by 39 votes to 9, with 29 abstentions, the amendment (E/CONF.66/C.1/L.39) to the fourth preambular paragraph;

(b) In a roll-call vote, it decided, by 59 votes to 19, with 25 abstentions, to retain the word "zionism" in the eighth and eleventh preambular paragraphs, as well as in operative paragraphs 24 and 26. The voting was as follows:

In favour: Afghanistan, Algeria, Bulgaria, Byelorussian Soviet Socialist Republic, China, Congo, Cuba, Czechoslovakia, Dahomey, Democratic People's Republic of Korea, Democratic Republic of Viet-Nam, Egypt, Gabon, Gambia, German Democratic Republic, Guinea, Hungary, India, Indonesia, Iran, Iraq, Ivory Coast, Jamaica, Jordan, Kenya, Libyan Arab Republic, Madagascar, Malaysia, Mali, Mongolia, Morocco, Niger, Nigeria, Oman, Pakistan, Philippines, Poland, Portugal, Qatar, Republic of South Viet-Nam, Rwanda, Senegal, Sierra Leone, Somalia, Sri Lanka, Sudan, Syrian Arab Republic, Togo, Tunisia, Turkey, Uganda, Ukrainian Soviet Socialist Republic, Union of Soviet Socialist Republics, United Arab Emirates, United Republic of Cameroon, United Republic of Tanzania, Yugoslavia, Zaire, Zambia.

Against: Australia, Belgium, Canada, Colombia, Costa Rica, Denmark, Ecuador, France, Germany (Federal Republic of), Iceland, Ireland, Israel, Italy, Netherlands, New Zealand, Norway, United Kingdom of Great Britain and Northern Ireland, United States of America, Uruguay.

Abstaining: Argentina, Austria, Barbados, Brazil, Chile, Dominican Republic, Ethiopia, Fiji, Finland, Ghana, Grenada, Guyana, Holy See, Honduras, Japan, Mexico, Nepal, Peru, Romania, Spain, Sweden, Thailand, Trinidad and Tobago, Upper Volta, Venezuela;

(c) It adopted, by 68 votes to 14, with 17 abstentions, the eighth and eleventh preambular paragraphs and operative paragraphs 24 and 26;

(d) It adopted, by 83 votes to 6, with 7 abstentions, operative paragraph 18;

(e) It adopted, by 81 votes to 5, with 10 abstentions, operative paragraph 19;

(f) It adopted, by 89 votes to 1, with 14 abstentions, taken by roll-call vote, the revised draft Declaration (E/CONF.66/C.1/L.37/Rev.1), as amended, as a whole. The voting was as follows:

In favour: Afghanistan, Algeria, Argentina, Australia, Barbados, Brazil, Bulgaria, Byelorussian Soviet Socialist Republic, Chile, China, Colombia, Congo, Costa Rica, Cuba, Czechoslovakia, Dahomey, Democratic People's Republic of Korea, Democratic Republic of Viet-Nam, Dominican Republic, Ecuador, Egypt, Ethiopia, Fiji, Finland, Gabon, Gambia, German Democratic Republic, Ghana, Greece, Grenada, Guinea, Guyana, Honduras, Hungary, India, Indonesia, Iran, Iraq, Ivory Coast, Jamaica, Japan, Jordan, Kenya, Kuwait, Libyan Arab Republic, Madagascar, Malaysia, Mali, Mexico, Mongolia, Morocco, Nepal, Netherlands, New Zealand, Niger, Nigeria, Oman, Pakistan, Peru, Philippines, Poland, Portugal, Qatar, Republic of South Viet-Nam, Romania, Rwanda, Senegal, Sierra Leone, Somalia, Sudan, Sweden, Syrian Arab Republic, Thailand, Togo, Trinidad and

Tobago, Tunisia, Turkey, Uganda, Ukrainian Soviet Socialist Republic, Union of Soviet Socialist Republics, United Arab Emirates, United Republic of Cameroon, United Republic of Tanzania, Upper Volta, Uruguay, Venezuela, Yugoslavia, Zaire, Zambia.

Against: Israel.

Abstaining: Austria, Belgium, Canada, Denmark, France, Germany (Federal Republic of), Holy See, Iceland, Ireland, Italy, Norway, Spain, United Kingdom of Great Britain and Northern Ireland, United States of America.

(For action taken in plenary, see paras. 169 and 170 below; for the final text of the draft Declaration (E/CONF.66/C.1/L.37/Rev.1), see part one, chap. I).

153. At the same meeting, the sponsors of the draft Declaration contained in document E/CONF.66/C.1/L.22 decided not to press that text to the vote.

## 6. Recommendations of the First Committee

154. The First Committee recommends to the Conference the adoption of the draft World Plan of Action for the Implementation of the Objectives of the International Women's Year, comprising the draft introduction and chapter I (E/CONF.66/C.1/L.36) and chapters II to VI (E/CONF.66/5 and Corr.1), together with the regional plans of action already prepared (E/CONF.66/BP/2 and E/CONF.66/BP/3) and any others that may be prepared, the regional plans being attached to the World Plan; the draft Declaration of Mexico on the Equality of Women and their Contribution to Development and Peace, 1975 (E/CONF.66/C.1/L.37/Rev.1, as amended); and the draft resolutions (I to VI) adopted by the Committee.

### B. Action taken in plenary on the report of the First Committee

155. At the 23rd and 25th plenary meetings, the Rapporteur of the First Committee submitted the Committee's report (E/CONF.66/C.1/L.38/Rev.1 and E/CONF.66/L.38/Add.1-3), in which the Committee recommended the adoption by the Conference of a draft World Plan of Action, six draft resolutions, numbered I to V and a draft Declaration.

### Draft World Plan of Action

156. At the 23rd plenary meeting, the Conference adopted, without a vote, the draft World Plan of Action for the Implementation of the Objectives of the International Women's Year, consisting of the text of the introduction and chapter I given in document E/CONF.66/C.1/L.36 and the text of chapters II to VI given in document E/CONF.66/5 and Corr.1. In doing so, it also approved the recommendation of the First Committee that the texts of the regional plans already prepared (E/CONF.66/BP/2 and E/CONF.66/BP/3) and those that might be prepared should be attached to the World Plan of Action. The Conference further agreed that the statements made with regard to the World Plan of Action (E/CONF.66/L.38/Add.3) in the First Committee would be attached to the text of the Plan. (For the text of the World Plan of Action and related documents, see part one, chap. II.)

## Draft resolutions

157. Before the Conference took action on the draft resolutions recommended for adoption by its Committees, the Secretary-General of the Conference pointed out that wherever a resolution adopted by the Conference contained provisions entrusting functions to the Secretary-General of the United Nations, such provisions would require endorsement by the competent organ of the United Nations before the Secretary-General could undertake the functions.

158. The Conference took action as follows on the six draft resolutions recommended by the First Committee.

159. Draft resolution I ("Research and training for the advancement of women in Africa") was adopted without a vote. (For the text, see part one, chap. III, resolution 1.)

160. Draft resolution II ("International co-operation under projects designed to achieve the objectives of the World Plan of Action") was adopted without a vote. (For the text, see part one, chap. III, resolution 2.)

161. Draft resolution III ("The status of women in South Africa, Namibia and Southern Rhodesia") was adopted without a vote. (For the text, see part one, chap. III, resolution 3.)

162. The representatives of the United Kingdom of Great Britain and Northern Ireland, the United States of America, Denmark, the Federal Republic of Germany, Italy, the Netherlands and Norway stated that they had not joined in the consensus or that they would have abstained had a vote been taken on the draft resolution. The representatives of the Philippines and Haiti formulated reservations to the draft resolution.

163. The representative of the United Kingdom, supported by the representative of the United States, requested that votes be taken on the remaining draft resolutions recommended by the Committee for adoption.

164. At the 23rd plenary meeting, the representative of Egypt proposed, by invoking the proviso of rule 31.1 of the rules of procedure, that decisions of the Conference be taken henceforth by a simple majority of the representatives present and voting. After some discussion, the Conference adopted the proposal of Egypt by 76 votes to 13, with 6 abstentions.

165. Draft resolution IV ("Role of the United Nations system in implementing the World Plan of Action") was voted upon as follows. At the request of the representative of the Union of Soviet Socialist Republics, a separate vote was taken on paragraphs 2 and 3. It was decided, by 82 votes to 9, with 6 abstentions, to retain the paragraphs. The draft resolution, as a whole, was adopted by 90 votes to none, with 11 abstentions. (For the text, see part one, chap. III, resolution 4.)

166. Draft resolution V ("Women and health") was adopted by 97 votes to none, with 2 abstentions. (For the text, see part one, chap. III, resolution 5.)

167. The representatives of Honduras, Colombia, the Holy See and Chile made statements formulating reservations or in explanation of vote.

168. Draft resolution VI ("Participation of women in the seventh special session of the United Nations General Assembly and in other meetings of the various bodies of the United Nations") was adopted at the 25th plenary meeting by 89 votes to none with 13 abstentions. (For the text, see part one, chap. III, resolution 6.)

#### Draft Declaration

169. At its 25th plenary meeting the Conference considered the draft Declaration of Mexico on the Equality of Women and their Contribution to Peace, 1975 (E/CONF.66/L.37/Rev.1). At the request of Israel, the word "zionism" in the eighth and eleventh paragraphs of the preamble and in paragraphs 24 and 26 of the draft text was voted on separately by roll-call. It was decided, by 61 votes to 23, with 25 abstentions, to retain the word. The voting was as follows:

In favour: Afghanistan, Albania, Algeria, Bangladesh, Botswana, Bulgaria, Byelorussian Soviet Socialist Republic, Cuba, Czechoslovakia, China, Dahomey, Democratic People's Republic of Korea, Democratic Republic of Viet-Nam, Democratic Yemen, Egypt, Gambia, German Democratic Republic, Ghana, Guinea, Guyana, Hungary, India, Indonesia, Iran, Iraq, Jamaica, Jordan, Kenya, Kuwait, Lebanon, Libyan Arab Republic, Malaysia, Mali, Morocco, Mexico, Mongolia, Nigeria, Oman, Pakistan, Panama, Philippines, Poland, Qatar, Republic of South Viet-Nam, Rwanda, Senegal, Sierra Leone, Somalia, Sri Lanka, Sudan, Syrian Arab Republic, Tunisia, Turkey, Uganda, Ukrainian Soviet Socialist Republic, Union of Soviet Socialist Republics, United Arab Emirates, United Republic of Tanzania, Yugoslavia, Zaire, Zambia.

Against: Australia, Belgium, Canada, Colombia, Costa Rica, Denmark, Ecuador, France, Germany (Federal Republic of), Guatemala, Iceland, Ireland, Israel, Italy, Luxembourg, Netherlands, New Zealand, Nicaragua, Norway, Sweden, United Kingdom of Great Britain and Northern Ireland, United States of America, Uruguay.

Abstaining: Argentina, Austria, Bahamas, Barbados, Bolivia, Brazil, Chile, Dominican Republic, Fiji, Finland, Grenada, Holy See, Honduras, Ivory Coast, Japan, Nepal, Paraguay, Peru, Portugal, Spain, Swaziland, Switzerland, Thailand, Upper Volta, Venezuela.

170. The draft Declaration was adopted by 89 votes to 3, with 18 abstentions. (For the text, see part one, chap. 5.)

171. The representative of Denmark stated that her delegation had, by mistake, voted against the Declaration; it had meant to abstain. The representative of Romania stated that he had been unavoidably absent during the vote; had he been present he would have voted in favour.

172. After the adoption of the Declaration, statements in explanations of vote or of reservation were made by the representatives of Denmark, Romania, Finland, Somalia, China, the Federal Republic of Germany, Ireland, the United Kingdom of Great Britain and Northern Ireland, Italy, Israel, Belgium, the Philippines, the United States of America, Costa Rica, Canada, Ecuador, Japan, Norway, Sweden, Guatemala, France, the Netherlands, Argentina, Chile, Uruguay, Albania, Jamaica, Uganda, Iceland, Fiji, Colombia and Egypt.

## Chapter VIII

### THE INVOLVEMENT OF WOMEN IN STRENGTHENING INTERNATIONAL PEACE AND ELIMINATING RACISM, APARTHEID, RACIAL DISCRIMINATION, COLONIALISM, ALIEN DOMINATION AND THE ACQUISITION OF TERRITORIES BY FORCE

### CURRENT TRENDS AND CHANGES IN THE STATUS AND ROLES OF WOMEN AND MEN, AND MAJOR OBSTACLES TO BE OVERCOME IN THE ACHIEVEMENT OF EQUAL RIGHTS, OPPORTUNITIES AND RESPONSIBILITIES

### THE INTEGRATION OF WOMEN IN THE DEVELOPMENT PROCESS AS EQUAL PARTNERS WITH MEN

#### A. Report of the Second Committee

##### 1. Organization of work

173. The Second Committee, which met under the chairmanship of Shapour Rassekh (Iran), held 17 meetings between 20 June and 1 July 1975. At its 1st meeting it elected, by acclamation, Edmonde Dever (Belgium), Annie Jiagge (Ghana) and Anna Pepp (Hungary) Vice-Chairmen; and Phyllis Claire Macpherson-Russell (Jamaica) Rapporteur.

174. In accordance with the decision taken by the Conference at its 1st plenary meeting, the Second Committee undertook consideration of agenda item 9 (Current trends and changes in the status and roles of women and men, and major obstacles to be overcome in the achievement of equal rights, opportunities and responsibilities) and item 10 (The integration of women in the development process as equal partners with men). At its 1st meeting, on 20 June 1975, the Committee decided to consider the two items jointly.

175. For its consideration of item 9, the Committee had before it Conference documents E/CONF.66/3 and Add.1 and 3, a statement submitted by the Associated Country Women of the World, a non-governmental organization in category II consultative status with the Economic and Social Council (E/CONF.66/NGO/2); and a statement submitted jointly by 39 non-governmental organizations in categories I and II and on the Poster (E/CONF.66/NGO/3).

176. For its consideration of item 10, it had before it Conference document E/CONF.66/4 and two statements by non-governmental organizations in Category II consultative status with the Economic and Social Council, one submitted by the International Federation of Women Lawyers (E/CONF.66/NGO/6) and the other by the International Organization of Consumer's Unions (E/CONF.66/NGO/9).

177. In addition, it had before it the following background documents: E/CONF.66/BP/5; E/CONF.66/BP/7; E/CONF.66/BP/8 and Add.1; E/CONF.66/BP/9; E/CONF.66/BP/11; E/CONF.66/BP/12; E/CONF.66/BP/13; E/CONF.66/BP/14; E/CONF.66/BP/15; and E/CONF.66/BP/16.

178. Items 9 and 10 were considered by the Committee at its 1st to 15th meetings and at its 17th meeting, held between 20 June and 1 July 1975.

19. In accordance with the decision taken at the 17th plenary meeting of the Conference, all draft resolutions submitted under agenda item 8 were referred to the Second Committee. These texts, contained in documents E/CONF.66/L.2 to E/CONF.66/L.8, were considered at the 16th and 17th meetings of the Committee.

## 2. Discussion of general points relating to items 9 and 10

### Equal rights, opportunities and responsibilities of men and women

180. The Committee agreed that the World Conference of the International Women's Year demonstrated the determination of the nations of the world to advance the position of women, eliminate discrimination against them, strengthen their position and ensure their equal rights with men within the family and society, as well as in the political, economic, social and cultural spheres. Representatives were unanimous in their hope that the Conference would lead to better understanding and solidarity among nations, provide an impetus to the advancement of women in society and devise methods and strategies that would enable women to have the same opportunities as men to be actively incorporated into the development process and to participate in all the tasks which the attainment of world peace entailed. An appeal was made to all States for determined, urgent and real general and complete disarmament especially nuclear disarmament through the application of concrete and effective measures towards a world of peace and understanding among nations.

181. Representatives considered that the struggle for genuine equality for women was an integral part of the struggle of peoples for national liberation and for economic and social emancipation. They condemned all forms of oppression and subjugation still prevailing in some regions of the world - colonialism, neo-colonialism, discrimination on grounds of sex, racial discrimination and apartheid, and the acquisition of territories by force - declaring that they infringed basic human rights and freedoms and were contrary to the principles of self-determination of peoples, sovereignty, territorial integrity and political independence of States.

182. Representatives stressed that if the status of women was to be improved and true equality between men and women attained, radical changes would have to be carried out at the national and international levels. Various representatives thought that the new international economic order implied in those changes would require increasing participation by women in all spheres of life. Others however indicated that their objections to the new international economic order still stood. Representatives also stated that a profound change in the status of women would not be possible unless traditions and attitudes discriminating against women were overcome. Those attitudes might be found in both men and women and often expressed themselves indirectly or in disguise.

## Equality in law and in practice

183. Several representatives indicated that great progress had been achieved towards the legal recognition of equal rights and responsibilities of men and women and that, in some countries, such equality had been a feature of government policy and legislation for a number of decades. They also noted that in various countries unequal treatment of the sexes and discrimination against women were still embodied in legislative and administrative provisions. All such provisions should be repealed and replaced by new legislation, which should be couched in sex-neutral terms. The view was expressed that it was also important to establish bodies such as human rights or civil rights commissions and appeals boards having full governmental support, which would take up specific cases of discrimination on the ground of sex, and would keep laws and regulations under systematic review so as to ensure that their provisions should not be discriminatory and should be applied fairly.

184. It was hoped that the Convention on the Elimination of Discrimination against Women, currently under preparation by the Commission on the Status of Women, would be adopted by the General Assembly without delay so that it might become a comprehensive international instrument binding upon States parties to it.

185. Many representatives were of the opinion that special measures for the benefit of women were needed and would be needed for many years to come since, in most instances, there were many obstacles to be overcome before women achieved a position of equality with men and became truly integrated into the development process. They referred in particular to the need to establish, in countries where it did not already exist, special machinery, such as national commissions or women's bureaux. These should be established by Governments at the highest possible level and should collaborate with the United Nations Commission on the Status of Women and should report to it periodically.

186. It was agreed that the actual enjoyment of equal rights, opportunities and responsibilities depended not only on legal equality but on many political, social, economic and cultural factors and was therefore an integral part of the over-all political situation as well as of the economic and social development of every country. It was considered necessary to create conditions that would make it possible for both women and men to develop their intellectual and physical potential and to participate actively and on equal terms in political processes and in the formulation, elaboration and execution of policies, strategies and programmes relating to socio-economic and cultural development, both at the national and the international level.

187. It was recognized that, in most countries, a wide gap existed between the de jure and the de facto situation of women. It was also emphasized that equality under the law had little meaning in conditions of poverty, when sheer survival required all the efforts, time and energy of both women and men.

188. The Committee noted that in spite of the fact that women had now attained primary political rights on equal terms with men under the law of almost all

countries, a wide gap existed between the formal recognition of those rights and the actual participation of women in the political structure of their countries. It was pointed out that, in most countries, the extent of women's representation in political bodies was limited, and was in no way proportionate to their percentage of the population and their abilities. Many representatives were encouraged, however, by the progress achieved in recent years in various parts of the world through the growing awareness of the need to integrate women more fully into the national political structure and in some cases through pressure from women's organizations and feminist groups. A warning was voiced on the dangers of tokenism and modest advances, which might perpetuate discrimination against women and continue to deprive society as a whole of a rich human potential that could contribute to its advancement.

189. Among the factors mentioned as accounting for the limited participation of women in politics were: lack of education, especially civic and political education, low self-esteem and lack of willingness to accept the responsibilities inherent in public positions, particularly positions of leadership, and inappropriate socialization resulting from societal attitudes and practices that discouraged women from being active in political life.

190. The Committee agreed that it was imperative to increase substantially the participation of women in elective and appointive positions, not only at the local and national levels, but also at the international level, and to achieve equitable representation of the sexes. Some representatives suggested the establishment of quotas for women in political bodies for an initial period until society accepted the active participation of women in political life. Others stressed the need for specific measures to encourage the representation of women in political organizations, parties and trade unions at all levels of the hierarchy, including the highest. Massive campaigns for the civic and political education of women were also proposed. For the success of such measures, it was felt that the official support of Governments for the principle of the equality of women and men in general and for the active participation of women in the political field in particular would have to be widely publicized in order that it might act as a catalyst.

#### Employment

191. Some representatives observed that in many countries, developed and developing, the participation of women in economically active life was more or less limited. It was likewise pointed out that underemployment was more common among women, as was marginal employment which, owing to the difficulty of checking the working conditions, often lent itself to extreme forms of exploitation.

192. An even more widespread form of discrimination resulted from the concentration of women in the least skilled tasks as a consequence of which the remuneration of women was lower, on average, than that of men, even when men and women received equal pay for equal work.

193. The obstacles to true equality between the sexes with regard to employment



were economic, social and cultural in nature. With respect to economic obstacles, several representatives made special mention of underdevelopment, territorial imbalances within countries and the orientation of investments. Among the most commonly cited social obstacles were the inadequacy of services for children, the sick and the old, while the main cultural obstacles could be found in the traditional attitude of society towards role differentiation, one of the most striking illustrations of which was the quantitative and qualitative differences in education.

#### The family

194. Representatives welcomed the fact that in many countries legislation had been enacted in recent years with a view to strengthening the family as a unit, and to achieving the equality of rights and responsibilities of both spouses at marriage, during marriage, and at its dissolution. They also noted that in certain countries the principle of equality and joint partnership of the spouses had been incorporated into the national law for several decades.

195. Some representatives referred to the enactment of legislation that had either abolished or restricted polygamy, a practice which they considered inconsistent with the dignity and worth of the woman as a human being and a barrier to her advancement and participation in the development process. Mention was also made of legislation enacted in some countries to reduce the abuses that had grown out of the institution of the dowry.

196. Various representatives welcomed the trend towards the raising of the minimum age of marriage. It was emphasized that marriage at an early age often prevented girls from completing their education or training, confined them to the home and subjected them to early and frequent pregnancies, which were injurious to their health, thus constituting a major obstacle to their integration in the development process. Governments that had not already done so were urged to become parties to the United Nations Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages.

197. Some representatives expressed concern about the acute problems faced by the nuclear family, which was caught in the rapid processes of modernization, urbanization, industrialization and migration. The desirability of encouraging the three-generational family as a means of promoting mutual understanding, harmony and solidarity among its various members was mentioned. The need for innovative housing programmes and appropriate social infrastructures was discussed. A number of delegations also pointed to the importance of supportive groupings other than the family. Others stressed the right of all individuals regardless of their marital or parental status to enjoy the benefits of social legislation.

198. It was recognized that in spite of the progress made in law, the patriarchal structure of family power and decision-making remained resistant to change and that, generally, the male, whether or not he was the recognized head of the family, made the important decisions affecting the family. There was wide acceptance of the view that as different States and social groups within those States had

created forms of the family to meet their differing economic and cultural needs, no one of these had more intrinsic value than another. It was recognized that in a rapidly changing society, a particular form might become outmoded and in fact might be a hindrance to the changing role of women in that society. It was suggested that each society should examine its own family institutions in the light of their impact on equality, economic independence and self-realization for women and develop appropriate programmes to assist them to become responsive to change.

199. It was also noted that, in most societies, women and girls shouldered almost all the burden of the housework, often from early childhood to old age. While, in certain countries, there had been a trend in recent years towards the sharing of family responsibilities between husband and wife, particularly when both worked outside the home, the sharing was not done on an equitable basis. Representatives noted the need for policies which would support and facilitate responsible parenthood and expressed the hope that, increasingly, both spouses would share in all tasks and responsibilities related to parenthood and homemaking. In the view of some representatives, boys and girls reared in conditions where their parents shared such responsibilities would be most likely to accept true equality of the sexes.

200. Several representatives emphasized the need for women to become economically independent and for Governments to assist them in achieving such independence. Many ways in which the lack of economic independence limited the options open to women were noted. For instance, it was pointed out that the inferior status of married women in the family was often a direct result of the economic power of the husband, which enabled him to dictate terms to the wife, who usually lacked the means of supporting herself and her children.

201. It was generally agreed that adequate standards of health, particularly the health of the mother, were necessary conditions for the exercise of rights and the utilization of opportunities. It was emphasized that, whenever necessary, Governments should mount comprehensive educational programmes in sanitation and health, as well as in food and nutrition, ensure full access to health care programmes and establish equal entitlement for women and men to social security.

202. Some representatives pointed out that the high fertility patterns prevailing in many societies resulted in the physical exhaustion of women and accounted to a large extent for their lack of energy and of time to be devoted to self-improvement and the acquisition of skills. High fertility, it was noted, was usually accompanied by low status of women and was frequently both a result and a cause of underdevelopment, thus forming a vicious circle.

203. Representatives stressed the sovereign right of each State to define and implement its demographic policy for social and economic development. The relationship between the number and spacing of children and the level of socio-economic progress was noted. Many representatives underlined the need for family planning both as a basic human right and as a means of solving population problems. In their view, Governments should make available to all persons the

necessary information and advice on family planning and provide adequate facilities and services to enable individuals and couples to decide freely and responsibly on the number and spacing of their children and to prepare young people for responsible parenthood. It was said that lack of access to such facilities and services had caused great hardship and suffering to women and their families at substantial social cost.

204. It was urged that women should be broadly represented on national and international boards and bodies, especially those dealing with the family and with population questions. The opinion was also expressed that in order to ensure the optimal utilization of existing resources, the United Nations organs and specialized agencies should be asked to co-ordinate their activities regarding population matters.

### Education

205. Representatives noted that in many parts of the world even though women were guaranteed equal access to education under the law, they were seriously disadvantaged in practice. Some expressed great concern over the extent of illiteracy and the lack of facilities for formal education even at the primary level in a number of countries. While illiteracy affected both men and women, it was especially prevalent among women and its eradication was considered a matter for urgent national and international action.

206. Several factors were mentioned as causes of the disadvantaged position of women in education. Traditional cultural attitudes concerning the roles of women and men in the family and in society induced parents, wherever resources or facilities were limited, to accord preference to their sons who, it was assumed, would later have the responsibility of supporting their families. Inhibitions and conflicts were created in women themselves as they were often torn between the choice of continuing their education or getting married and having children and they were rarely assisted in combining the two. The necessity for young girls to assist their mothers around the house or the farm and in the rearing of younger brothers and sisters resulted in a high drop-out rate among girls especially at the secondary level.

207. It was proposed that research should be undertaken in order to identify customs, practices, attitudes and prejudices that hindered the advancement of women, with a view to recommending to Governments and private institutions the adoption of appropriate measures for the eradication of obstacles to the advancement of women. The results of such research should be used to enlighten the public on the need for women to be educated equally with men.

208. It was also emphasized that free, compulsory co-education should be encouraged and that the offerings in the curriculum should be the same for girls and boys. Some representatives were of the view that co-education should be offered where it was acceptable in the culture. Textbooks should be revised to eliminate the discriminatory presentation of the roles and status of women and men. Parents as well as girls and boys should be urged to recognize that girls needed to prepare for a future of economic independence and self-sufficiency.

209. In order to combat adult illiteracy, programmes of non-formal education

providing women with the minimum basic skills should be launched on a massive scale. In rural areas, programmes should be developed to promote functional literacy, the use of simple technology for agricultural needs, and the training of instructors. Women in rural areas should be given vocational and technical training that would meet their needs rather than the conventional training that was more usual in urban situations.

210. In order to permit a larger number of children to attend school, the free supply of school meals, clothing, medical care, books and transportation was also recommended.

211. Many representatives stressed that life-long education, free of charge, should be accessible to people of all ages through the formal and non-formal system, and that special efforts should be made to enable drop-outs to continue their education. They emphasized the desirability of developing programmes for persons wishing to broaden their cultural and intellectual horizons as well as their occupational options. In order to reach the maximum number of persons, all forms of media and technology should be fully utilized as part of the system of non-formal education.

#### Integration of women in the development process

212. Some representatives noted that intensified action to strengthen the position of women in society and to promote their integration in the development process was part of the goal of social and economic progress for all - a goal difficult to attain in a world where social, economic and political imbalance prevailed, and where the disparities between groups within the same country and between countries were widening. While national development possibilities and the participation of women therein were dependent on a number of factors, many representatives affirmed that the establishment of a new international economic order based inter alia on equality, sovereignty, and international co-operation and understanding was a prerequisite.

213. The discussion verified the great diversity in the situation of women, in their enjoyment of rights and responsibilities and in the degree of their integration into development efforts. It was however clear that it was not only a question of economic growth or of the stage of economic development, since many problems common to women in both developed and developing countries were identified.

214. It appeared that development and the attainment of economic and social goals would not automatically bring about the full integration of women and their participation on the basis of equality unless specific measures were taken to eliminate all forms of discrimination against them. It was stressed that such measures should be intensified regardless of the stage or style of a country's development.

215. An important element in the concept of development was that in addition to economic growth, the process of development implied social, structural,

technological and attitudinal change. Many delegations felt that a radical and fundamental economic and social transformation of society was a prerequisite of the improvement of the situation of women. It was also noted that this transformation would deeply affect the situation of both men and women, and that they should work together with the aim of achieving a dignified human role for both.

216. Some of the disadvantages women experienced in the process of change were discussed. Because of their reproductive functions and of the fact that women bore the main responsibility for family matters, women had been considered relatively less able than men to take advantage of opportunities for total involvement in the social and economic development of the society.

217. Further, in the process of development, women might lose the economic autonomy and status that went with the performance of their traditional functions. In many cases, new machines and new technological improvements as well as credit and other facilities, particularly in the agricultural sector, had been available only to men. Development had also created new industries in urban centres which had attracted men from rural areas, leaving women behind to cope alone. Development might also mean long hours of labour by women in factories, followed by hours of drudgery and housework at home. Concrete measures were needed to promote the economic independence of women and to support their social functions of maternity and the education of the next generation.

218. Many representatives expressed the view that women could achieve de facto equality and integration only under conditions in which they could satisfactorily combine their functions in economic, social, political and family life. Measures that would assist women to carry out all those functions were identified, including those that promoted health, education, nutrition, child care, civic and political training, vocational counselling and training, social welfare services and rural improvements. The needs of handicapped women should receive special attention.

219. Representatives recommended several measures for eliminating cultural and attitudinal obstacles to the advancement of women and their participation in development. They noted that various means of communication should be used to remove the cultural biases that perpetuated disadvantages to women, to provide information to women about available services and new opportunities and to present to the general public new norms and values concerning women. It was suggested that non-formal family life and parent education designed to bring about an attitudinal change could be organized for both men and women and that school curricula oriented towards equality between the sexes should be developed for children at all ages. It was suggested that women should seek to redefine development to mean a better quality of life for all rather than a mere rise in gross national product.

220. Several representatives gave priority to the need for improving the life of women in rural areas. In their view, particular emphasis should be placed on measures that would help them to improve their agricultural productivity, standard

of health, economic viability and participation in community life. Women's associations and groups could play a significant role in those efforts.

221. It was generally agreed that because indicators that would explain the status of women and give a clear and realistic picture of their situation were not available in many countries, those societies failed to see the implications of their participation. Where the contributions that women were currently making were not measured in economic terms there was no sound basis for designing strategies to increase or change those contributions. Representatives pointed to a need to gather hard data and full and accurate information about women and to improve the quality of the statistics. Among the particular areas on which research was needed the following were discussed: comprehensive studies on the actual situation of women in various countries, including types of work and earnings and stereotyped division of labour between men and women; collection of data on the elements that maintained sex-stereotyping in the upbringing of both girls and boys and in education; on the image of women projected by the mass media; and laws which prevented or limited the participation of women in economic activities (for example, protective labour laws and the impact of those laws and their implementation on women). It was also suggested that a way should be found to assess the economic value of the work of the homemaker.

222. The establishment of a research and training institute for the promotion of women was proposed. The institute would undertake the collection and dissemination of some of this information, particularly as a basis for policy and programme formulation. It would also train researchers to undertake, in their own countries, innovative research on women.

223. Throughout the discussion, representatives stressed the importance of the active participation of women in development efforts, and the wider inclusion of women in decision-making processes. The maximum utilization of human resources was an important consideration for development, and the costs to society of the unequal opportunities for women to participate were noted. It was also hoped that the increasing participation of women in national and international affairs would become a major contribution to the achievement of the goals of equality, development and peace and to understanding and co-operation within and among States.

224. It was emphasized that the United Nations system had a significant role to play both in the implementation of new approaches to development and in fostering the climate needed for their successful implementation.

225. In order to carry out all the programmes and suggestions made, it was strongly recommended that various forms of assistance be provided to Governments by the relevant United Nations agencies and international bodies as well as by bilateral assistance programmes. Non-governmental organizations, especially women's organizations, should be encouraged to play a supportive role in activities directed towards the integration of women in development.

3. Consideration of draft resolutions  
submitted under items 9 and 10 1/

226. The Committee considered the draft resolutions submitted under items 9 and 10 at its 7th to 16th meetings.

227. In all, 58 draft resolutions were submitted, of which E/CONF.66/C.2/L.1 to E/CONF.66/C.2/L.14 were issued in all working languages. Documents E/CONF.66/C.2/L.15 to E/CONF.66/C.2/L.58 were issued provisionally in the language in which they were submitted. As many of the draft resolutions covered the same subjects, informal working groups were formed for the purpose of arriving at consolidated texts. As a result of those consultations, 20 draft resolutions were submitted. They were reproduced as documents E/CONF.66/C.2/L.10/Rev.1, E/CONF.66/C.2/L.59 to E/CONF.66/C.2/L.77 and E/CONF.66/C.2/L.79.

228. At the 7th meeting, the Committee received a draft resolution entitled "Prevention of the exploitation of women and girls" (E/CONF.66/C.2/L.10). At the 9th meeting, it received a revised text (E/CONF.66/C.2/L.10/Rev.1). The revised draft resolution, as further revised during the discussion, was adopted, as draft resolution I, without a vote. (For action taken in plenary, see para. 263 below; for the final text, see part one, chap. III, resolution 7.)

229. At the 8th meeting, the Committee received a draft resolution entitled "The situation of women in the employ of the United Nations and specialized agencies" (E/CONF.66/C.2/L.59). At the 9th meeting, after a discussion, the Committee adopted, as draft resolution II, the draft resolution, as amended during the discussion, without a vote. (For action taken in plenary, see para. 264 below; for the final text, see part one, chap. III, resolution 8.)

230. At the 8th meeting, the Committee received a draft resolution entitled "Protection of maternal and child health" (E/CONF.66/C.2/L.60). At the 12th meeting, the Committee adopted a revised draft resolution (E/CONF.66/C.2/L.60/Rev.1) without a vote, as draft resolution III. (For action taken in plenary, see para. 265 below; for the final text, see part one, chap. III, resolution 9.)

231. At the 8th meeting, the Committee received a draft resolution entitled "Access of women to financial assistance" (E/CONF.66/C.2/L.61). The draft resolution, as revised during the discussion, was adopted, as draft resolution IV, without a vote. (For action taken in plenary, see para. 266 below; for the final text, see part one, chap. III, resolution 10.)

232. At the 10th meeting, the Committee received a draft resolution entitled "Research on population and the integration of women in development" (E/CONF.66/C.2/L.62). The draft resolution, as revised during the discussion,

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1/ A list of the draft resolutions submitted to the Second Committee, showing the names of the sponsors, is given in annex I.

was adopted, as draft resolution V, by 70 votes to none, with 5 abstentions. (For action taken in plenary, see para. 257 below; for the final texts see part one, chap. III, resolution 11.)

233. At the 14th meeting, the Committee received a revised draft resolution entitled "Special resources for the integration of women in development" (E/CONF.66/C.2/L.63/Rev.1). The revised draft resolution, as further revised and amended during the discussion, was adopted, as draft resolution VI, without a vote. (For action taken in plenary, see para. 269 below; for the final text, see part one, chap. III, resolution 12.)

234. At the 8th meeting, the Committee received a draft resolution entitled "Social security and family security for women, including the elderly and the disabled" (E/CONF.66/C.2/L.64). At the 10th meeting, the Committee received the revised text of the draft resolution. At the 14th meeting, the Committee received a further revision of the draft resolution (E/CONF.66/C.2/L.64/Rev.1). Following a lengthy discussion, the revised draft resolution, as further revised during the discussion, was adopted, as draft resolution VII, by 96 votes to 1, with 8 abstentions. (For action taken in plenary, see para. 270 below; for the final text, see part one, chap. III, resolution 13.)

235. At the 9th meeting, the Committee received a draft resolution entitled "Research for the formulation of policies concerning the integration of women in the development process" (E/CONF.66/C.2/L.65). At the 10th meeting, the Committee adopted without a vote, as draft resolution VIII, the draft resolution as revised by the sponsors. (For action taken in plenary, see para. 272 below; for the final text, see part one, chap. III, resolution 14.)

236. At the 12th meeting, the Committee received a draft resolution entitled "Family planning and the full integration of women in development" (E/CONF.66/C.2/L.66). At the 13th meeting, the Committee received a revised text of the draft resolution. After a lengthy discussion, it adopted the revised draft resolution, as draft resolution IX, by 29 votes to 13, with 10 abstentions. (For action taken in plenary, see para. 273 below; for the final text, see part one, chap. III, resolution 15.)

237. At the 10th meeting, the Committee received a draft resolution entitled "Popular participation" (E/CONF.66/C.2/L.67). The draft resolution, as revised during the discussion, was adopted, as draft resolution X, without a vote. (For action taken in plenary, see para. 275 below; for the final text, see part one, chap. III, resolution 16.)

238. At the 11th and 12th meetings, the Committee considered a draft resolution entitled "The family" (E/CONF.66/C.2/L.68). The draft resolution, as amended during the discussion, was adopted, as draft resolution XI, by 38 votes to 1, with 32 abstentions. (For action taken in plenary, see para. 276 below; for the final text, see part one, chap. III, resolution 17.)

239. At the 12th meeting, the Committee received a draft resolution entitled "Political and social participation" (E/CONF.66/C.2/L.69).

240. The draft resolution, as revised during the discussion, was adopted, as draft resolution XII, without a vote. (For action taken in plenary, see para. 278 below; for the final text, see part one, chap. III, resolution 18.)



241. At the 11th meeting, the Committee received a draft resolution entitled "Women and communication media" (E/CONF.66/C.2/L.70).

242. The draft resolution, as revised during the discussion was adopted, as draft resolution XIII, without a vote. (For action taken in plenary, see para. 279 below; for the final text, see part one, chap. III, resolution 19.)

243. At the 15th meeting, the Committee received a draft resolution entitled "Integration of women in the process of political, economic, social and cultural development as equal partners with men" (E/CONF.66/C.2/L.71). The draft resolution, as revised and amended during the discussions, was adopted, as draft resolution XIV, by 77 votes to 7, with 16 abstentions. (For action taken in plenary, see paras. 280-286 below; for the final text, see part one, chap. III, resolution 20.)

244. At the 10th meeting, the Committee received a draft resolution entitled "Condition of women in rural areas" (E/CONF.66/C.2/L.72). The draft resolution, as revised during the discussion, was adopted, as draft resolution XV, by 62 votes to 5, with 5 abstentions. (For action taken in plenary, see para. 288 below; for the final text, see part one, chap. III, resolution 21.)

245. At the 10th meeting, the Committee received a draft resolution entitled "Women and development" (E/CONF.66/C.2/L.73/Rev.1). The Committee adopted, as draft resolution XVI, the revised draft resolution, as revised during the discussion, by 22 votes to 9, with 46 abstentions. (For action taken in plenary, see para. 290 below; for the final text, see part one, chap. III, resolution 22.)

246. At the 11th meeting, the Committee received a draft resolution entitled "Revision and expansion of International Standard Classifications of Occupations" (E/CONF.66/C.2/L.74). The draft resolution, as revised during the discussion, was adopted, as draft resolution XVII, without a vote. (For action taken in plenary, see para. 292 below; for the final text, see part one, chap. III, resolution 23.)

247. At the 13th meeting the Committee received a draft resolution entitled "Education and training" (E/CONF.66/C.2/L.75). After a prolonged discussion, the Committee adopted, without a vote, as draft resolution XVIII, the draft resolution, as revised during the discussion. (For action taken in plenary, see para. 293 below; for the final text, see part one, chap. III, resolution 24.)

248. At the 13th meeting, the Committee received a draft resolution entitled "Equality between men and women and elimination of discrimination against women" (E/CONF.66/C.2/L.76). The draft resolution was adopted, as draft resolution XIX, without a vote. (For action taken in plenary, see para. 294 below; for the final text, see part one, chap. III, resolution 25.)

249. At the 13th meeting, the Committee received a draft resolution entitled "International Research and Training Institute for the Advancement of Women" (E/CONF.66/C.2/L.77). The draft resolution, as revised during the discussion was adopted, as draft resolution XX, without a vote. (For action taken in plenary, see para. 295 below; for the final text, see part one, chap. III, resolution 26.)

250. At the 15th meeting, the Committee received a draft resolution entitled "Measures for the integration of women in development" (E/CONF.66/C.2/L.79). The draft resolution, as revised during the discussion, was adopted, as draft resolution XXI, without a vote. (For action taken in plenary, see para. 296 below; for the final text, see part one, chap. III, resolution 27.)

4. Consideration of draft resolutions submitted under agenda item 8

251. At its 16th and 17th meetings, the Committee considered a number of resolutions submitted under agenda item 8 (E/CONF.66/L.2-L.9).

252. At the 16th meeting, the Committee received a draft resolution entitled "Women's participation in promoting world peace and international co-operation" (E/CONF.66/L.2), as well as an amendment to it (E/CONF.66/L.9), which was subsequently accepted by the sponsors of the draft resolution. At the same meeting, the Committee adopted the draft resolution, as revised without a vote, as draft resolution XXII. (For action taken in plenary, see para. 298 below; for the final text, see part one, chap. III, resolution 28.)

253. At the 16th meeting, the Committee received a draft resolution entitled "Women's participation in the strengthening of international peace and security and in the struggle against colonialism, racism, racial discrimination and foreign domination" (E/CONF.66/L.3). After a discussion, the Committee adopted the draft resolution as revised during the discussion, by 58 votes to 1, with 28 abstentions, as draft resolution XXIII. (For action taken in plenary, see para. 299 below; for the final text, see part one, chap. III, resolution 29.)

254. At the 16th meeting, the Committee received a draft resolution entitled "The question of the Panamanian territory called the 'Canal Zone'" (E/CONF.66/L.4 and Add.1). After a discussion, the Committee adopted the draft resolution (E/CONF.66/L.4 and Add.1) by 58 votes to none, with 41 abstentions, as draft resolution XXIV.

255. At the 16th meeting, the Committee received a draft resolution (E/CONF.66/L.5) entitled "Women's contribution to world peace through participation in international conferences". At the 17th meeting, the draft resolution, as revised, was adopted by 72 votes to none, with 8 abstentions, as draft resolution XXV. (For action taken in plenary, see para. 302 below; for the final text, see part one, chap. III, resolution 31.)

256. At the 16th meeting, the Committee received a draft resolution (E/CONF.66/L.6) entitled "Palestinian and Arab women". A separate vote was taken by roll-call on the fifth preambular paragraph of the draft resolution. The Committee adopted that paragraph by 65 votes to 13, with 34 abstentions. The voting was as follows:

In favour: Afghanistan, Albania, Algeria, Bulgaria, Byelorussian Soviet Socialist Republic, China, Congo, Cuba, Cyprus, Czechoslovakia, Dahomey, Democratic Republic of Viet-Nam, Democratic Yemen, Egypt, Gabon, Gambia, German Democratic Republic, Ghana, Greece, Guinea, Guyana, Hungary, India, Iran, Iraq, Ivory Coast, Jamaica, Jordan, Kenya, Kuwait, Lebanon, Libyan Arab Republic, Malaysia, Mali,

Mauritius, Mongolia, Morocco, Niger, Nigeria, Oman, Pakistan, Panama, Peru, Philippines, Poland, Qatar, People's Democratic Republic of Korea, Republic of South Viet-Nam, Senegal, Sierra Leone, Somalia, Sudan, Syrian Arab Republic, Togo, Tunisia, Turkey, Uganda, Ukrainian Soviet Socialist Republic, Union of Soviet Socialist Republics, United Arab Emirates, United Republic of Cameroon, United Republic of Tanzania, Yugoslavia, Zaire, Zambia.

Against: Bahamas, Belgium, Denmark, Finland, Iceland, Israel, Italy, Luxembourg, Netherlands, Norway, Sweden, United Kingdom of Great Britain and Northern Ireland, United States of America.

Abstaining: Argentina, Australia, Austria, Brazil, Canada, Central African Republic, Colombia, Costa Rica, Chad, Dominican Republic, Ecuador, Fiji, France, Germany (Federal Republic of), 2/ Grenada, Haiti, Holy See, Honduras, Indonesia, Ireland, Japan, Mexico, Nepal, Spain, New Zealand, Paraguay, Portugal, Romania, San Marino, Switzerland, Thailand, Trinidad and Tobago, Uruguay, Venezuela.

257. On a roll-call vote requested by Israel, the Committee adopted, as draft resolution XXVI, the draft resolution (E/CONF.66/L.6) as a whole, by 71 votes to 3, with 40 abstentions. The voting was as follows:

In favour: Afghanistan, Albania, Algeria, Argentina, Bangladesh, Brazil, Bulgaria, Byelorussian Soviet Socialist Republic, China, Congo, Cuba, Cyprus, Czechoslovakia, Dancoey, Democratic Republic of Viet-Nam, Democratic Yemen, Egypt, Gabon, Gambia, German Democratic Republic, Ghana, Greece, Guinea, Hungary, India, Indonesia, Iran, Iraq, Ivory Coast, Jamaica, Jordan, Kenya, Kuwait, Lebanon, Libyan Arab Republic, Malaysia, Mali, Mauritius, Mexico, Mongolia, Morocco, Niger, Nigeria, Oman, Pakistan, Panama, People's Democratic Republic of Korea, Peru, Philippines, Poland, Qatar, Republic of South Viet-Nam, Romania, Senegal, Sierra Leone, Somalia, Spain, Sudan, Syrian Arab Republic, Togo, Tunisia, Turkey, Uganda, Ukrainian Soviet Socialist Republic, Union of Soviet Socialist Republics, United Arab Emirates, United Republic of Cameroon, United Republic of Tanzania, Yugoslavia, Zaire, Zambia.

Against: Bahamas, Israel, United States of America.

Abstaining: Australia, Austria, Belgium, Bolivia, Canada, Central African Republic, Chile, Colombia, Costa Rica, Denmark, Dominican Republic, Ecuador, Fiji, Finland, France, Germany (Federal Republic of), Grenada, Guatemala, Guyana, 3/ Haiti, Holy See,

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2/ The representative of the Federal Republic of Germany informed the Committee that his vote on the fifth preambular paragraph should have been registered as a negative vote rather than as an abstention.

3/ The representative of Guyana stated that his vote on the draft resolution as a whole should have been registered as a vote in favour of the draft resolution rather than as an abstention.

Honduras, Iceland, Ireland, Italy, Japan, Luxembourg, Netherlands, New Zealand, Norway, Paraguay, Portugal, United Kingdom of Great Britain and Northern Ireland, San Marino, Sweden, Switzerland, Thailand, Trinidad and Tobago, Uruguay, Venezuela.

(For action taken in plenary, see para. 303 below, and for the final text, see part one, chap. III, resolution 32.)

258. At its 16th meeting, the Committee received a draft resolution (L/CONF.66/L.7) entitled "Aid to the Viet-Namese people". After a discussion, the draft resolution (E/CONF.66/L.7), as revised, was adopted by 91 votes to none, with 7 abstentions, as draft resolution XXVII. (For action taken in plenary, see para. 305 below, and for the final text, see part one, chap. III, resolution 33.)

259. At its 17th meeting, the Committee received a draft resolution (E/CONF.66/L.8), entitled "The situation of women in Chile". The draft resolution (E/CONF.66/L.8), as revised during the discussion, was adopted as draft resolution XXVIII without a vote. (For action taken in plenary, see para. 306 below, and for the final text, see part one, chap. III, resolution 34.)

## 5. Recommendations of the Second Committee

260. The Second Committee recommends to the Conference the adoption of the draft resolutions (I to XXVIII) adopted by the Committee.

### B. Action taken in plenary on the report of the Second Committee

261. At the 24th plenary meeting, the Rapporteur of the Second Committee submitted the Committee's report (E/CONF.66/C.2/L.76 and Add.1 and 2), recommending the adoption by the Conference of the 28 draft resolutions, numbered I to XXVIII, adopted by the Committee. The Conference considered the report at its 24th and 25th plenary meetings.

262. The Conference considered the parts of the report relating to agenda items 9 and 10 and took the following action on the draft resolutions recommended by the Committee.

263. Draft resolution I ("Prevention of the exploitation of women and girls") was adopted without a vote. (For the text of the resolution, see part one, chap. III, resolution 7.)

264. Draft resolution II ("The situation of women in the employ of the United Nations and specialized agencies") was adopted without a vote. (For the text of the resolution, see part one, chap. III, resolution 8.)

265. Draft resolution III ("Protection of maternal and child health") was adopted without a vote. (For the text of the resolution, see part one, chap. III, resolution 9.)

266. Draft resolution IV ("Access of women to financial assistance") was adopted without a vote. (For the text of the resolution, see part one, chap. III, resolution 10.)

267. Draft resolution V ("Research on population and the integration of women in development") was adopted without a vote. (For the text of the resolution, see part one, chap. III, resolution 11.)

268. Before the vote on draft resolution V, statements were made in explanation of vote by the representatives of Argentina, Chile and Uruguay.

269. Draft resolution VI ("Special resources for the integration of women in development") was adopted without a vote. (For the text of the resolution, see part one, chap. III, resolution 12.)

270. Draft resolution VII ("Social security and family security for women, including the elderly and the handicapped") was adopted by 91 votes to none, with 14 abstentions. (For the text of the resolution, see part one, chap. III, resolution 13.)

271. The representatives of Honduras and the Federal Republic of Germany made statements in explanation of vote on draft resolution VII.

272. Draft resolution VIII ("Research for the formulation of policies concerning the integration of women in the development process") was adopted without a vote. (For the text of the resolution, see part one, chap. III, resolution 14.)

273. Draft resolution IX ("Family planning and the full integration of women in development") was adopted by 77 votes to 4, with 15 abstentions. (For the text of the resolution, see part one, chap. III, resolution 15.)

274. After the vote on draft resolution IX, statements in explanation of vote were made by the representatives of Uruguay, Mexico, Argentina, Peru, Ethiopia and Cuba.

275. Draft resolution X ("Popular participation") was adopted without a vote. (For the text of the resolution, see part one, chap. III, resolution 16.)

276. Draft resolution XI ("The family") was adopted by 84 votes to none, with 16 abstentions. (For the text of the resolution, see part one, chap. III, resolution 17.)

277. The representative of Uruguay made a statement in explanation of vote on draft resolution XI.

278. Draft resolution XII ("Political and social participation") was adopted without a vote. (For the text of the resolution, see part one, chap. III, resolution 18.)

279. Draft resolution XIII ("Women and communication media") was adopted without a vote. (For the text of the resolution, see part one, chap. III, resolution 19.)

280. In the course of its consideration of draft resolution XIV ("Integration of women in the process of political, economic, social and cultural development as equal partners with men") the Conference adopted two new paragraphs proposed by Guatemala.

281. The first, to be inserted after operative paragraph 9, read as follows:

"Requests Governments to adopt the necessary measures and strengthen their special programmes for ethnic groups in order to integrate them into the new society."

The amendment was adopted by 31 votes to 1, with 16 abstentions.

282. The second paragraph, for insertion after the former operative paragraph 12 (now 13), read as follows:

"Requests the specialized agencies to provide assistance, at the request of Governments, for the attainment of the objectives proposed herein and for improving the lives of indigenous women."

The amendment was adopted by 34 votes to 10, with 11 abstentions.

283. The delegation of the Dominican Republic proposed an amendment to the former operative paragraph 12 (now 13) of the draft text, calling for the replacement of the words after "organizations" by the words "to adopt the necessary measures to

enable women and men to participate as equal partners in decision-making". The amendment was adopted by 66 votes to none, with 11 abstentions.

284. The representative of Peru proposed the replacement of the words "to assist women in making their contribution" in the fourth paragraph of the preamble by the words "which will enable women to exercise their right to contribute". The amendment was adopted by 75 votes to 1, with 15 abstentions.

285. The representative of Peru also proposed the insertion of the following words in the former operative paragraph 13 (now 15) of the draft, after the words "triple role": "in the family, as a productive labour force and active agents of change, and as joint participants in the destiny of their communities". The amendment was adopted by 50 votes to 2, with 6 abstentions.

286. Draft resolution XIV as a whole, as amended, was adopted by 90 votes to 6, with 13 abstentions. (For the text of the resolution, see part one, chap. III, resolution 20.)

287. The representatives of Sweden, China, Albania, Switzerland and the Federal Republic of Germany made statements in explanation of vote on draft resolution XIV.

288. At the 25th plenary meeting, draft resolution XV ("Condition of women in rural areas") was adopted by 56 votes to none, with 8 abstentions. (For the text of the resolution, see part one, chap. III, resolution 21.)

289. The representatives of Brazil and the Federal Republic of Germany made statements in explanation of vote on draft resolution XV.

290. Draft resolution XVI ("Women and development") was adopted by 80 votes to 3, with 13 abstentions. (For the text of the resolution, see part one, chap. III, resolution 22.)

291. The representative of Albania made a statement in explanation of vote on draft resolution XVI.

292. Draft resolution XVII ("Revision and expansion of the International Standard Classifications of Occupations") was adopted without a vote. (For the text of the resolution, see part one, chap. III, resolution 23.)

293. Draft resolution XVIII ("Education and training") was adopted without a vote. (For the text of the resolution, see part one, chap. III, resolution 24.)

294. Draft resolution XIX ("Equality between men and women and elimination of discrimination against women") was adopted without a vote. (For the text of the resolution, see part one, chap. III, resolution 25.)

295. Draft resolution XX ("International Research and Training Institute for the Promotion of Women") was adopted without a vote. (For the text of the resolution, see part one, chap. III, resolution 26.)

296. Draft resolution XXI ("Measures for the integration of women in development") was adopted without a vote. (For the text of the resolution, see part one, chap. III, resolution 27.)

297. At the 25th plenary meeting the Conference considered the part of the report of the Second Committee in which the Committee recommended for adoption seven draft resolutions submitted under agenda item 8 (E/CONF.66/C.2/L.78/Add.2). The draft resolutions had originally been submitted in plenary as draft resolutions E/CONF.66/L.2-L.8 and were subsequently referred to the Second Committee for consideration, in accordance with the decision taken by the Conference at its 17th plenary meeting. The Conference took the following action on the draft resolutions recommended by the Committee.

298. Draft resolution XXII ("Women's participation in promoting world peace and international co-operation") was adopted without a vote. (For the text of the resolution, see part one, chap. III, resolution 28.)

299. Draft resolution XXIII ("Women's participation in the strengthening of international peace and security and in the struggle against colonialism, racism, racial discrimination and foreign domination") was adopted by 75 votes to 2, with 22 abstentions. (For the text of the resolution, see part one, chap. III, resolution 29.)

300. The representatives of Sweden and Albania made statements in explanation of vote or reservations on draft resolution XXIII.

301. Draft resolution XXIV ("The question of the Panamanian territory called the 'Canal Zone'") was adopted by 58 votes to none, with 33 abstentions. (For the text of the resolution, see part one, chap. III, resolution 30.)

302. Draft resolution XXV ("Women's contribution to world peace through participation in international conferences") was adopted unanimously. (For the text of the resolution, see part one, chap. III, resolution 31.)



303. At the request of the representative of Israel, draft resolution XXVI ("Palestinian and Arab women") was put to the vote by roll-call. The text was adopted by 66 votes to 3, with 35 abstentions. The voting was as follows:

In favour: Afghanistan, Albania, Algeria, Argentina, Brazil, Bulgaria, Byelorussian Soviet Socialist Republic, China, Cuba, Cyprus, Czechoslovakia, Dahomey, Democratic People's Republic of Korea, Democratic Republic of Viet-Nam, Egypt, Gambia, German Democratic Republic, Ghana, Greece, Guinea, Guyana, Hungary, Indonesia, Iran, Iraq, Ivory Coast, Jamaica, Jordan, Kenya, Kuwait, Lebanon, Libyan Arab Republic, Malaysia, Mali, Morocco, Mexico, Mongolia, Nigeria, Oman, Pakistan, Panama, Peru, Philippines, Poland, Portugal, Qatar, Republic of South Viet-Nam, Romania, Senegal, Sierra Leone, Somalia, Spain, Sudan, Syrian Arab Republic, Tunis, Turkey, Uganda, Ukrainian Soviet Socialist Republic, Union of Soviet Socialist Republics, United Arab Emirates, United Republic of Cameroon, United Republic of Tanzania, Upper Volta, Yemen, Yugoslavia, Zambia.

Against: Israel, Netherlands, 4/ United States of America.

Abstaining: Australia, Austria, Belgium, Bolivia, Canada, Chile, Colombia, Costa Rica, Denmark, Dominican Republic, Ecuador, Fiji, Finland, France, Gabon, Germany (Federal Republic of), Grenada, Guatemala, Holy See, Honduras, Iceland, Ireland, Italy, Japan, Nepal, New Zealand, Norway, Paraguay, Swaziland, Sweden, Switzerland, Thailand, United Kingdom of Great Britain and Northern Ireland, Uruguay, Venezuela.

(For the text of the resolution, see part one, chap. III, resolution 32.)

304. Statements in explanation of vote were made by the representatives of Israel, Italy, Argentina, Jordan, Portugal, Uruguay, Venezuela and Iraq.

305. Draft resolution XXVII ("Aid to the Viet-Nameese people") was adopted by 94 votes to none, with 6 abstentions. (For the text of the resolution, see part one, chap. III, resolution 33.)

306. Draft resolution XXVIII ("The situation of women in Chile") was adopted without a vote. (For the text of the resolution, see part one, chap. III, resolution 34.)

307. Statements in explanation of vote or reservations were made by the representatives of Chile, Argentina, Brazil, the United States of America, Paraguay, Colombia, Honduras, the Ivory Coast, Costa Rica, Fiji, Uruguay, Bolivia, Ecuador, China and Nicaragua.

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4/ The representative of the Netherlands subsequently stated that his delegation had intended to abstain and not to vote against the draft resolution.

308. At this juncture of the proceedings of the Conference, a number of delegations made general statements in explanation of vote or of reservation on the draft resolutions recommended by the Second Committee under agenda items 8, 9 and 10. The statements supplemented other statements which certain delegations had made after the adoption of specific draft resolutions and which have been indicated above. General statements were made by the representatives of Albania, Switzerland, Finland, Brazil, Sweden, Cuba, China, the Union of Soviet Socialist Republics, Peru, the United Kingdom of Great Britain and Northern Ireland, Poland, Iran, Nicaragua, the Federal Republic of Germany and Belgium.

## Chapter IX

### CREDENTIALS OF REPRESENTATIVES TO THE CONFERENCE

#### A. Report of the Credentials Committee

309. At its 2nd plenary meeting, held on 19 June 1975, the Conference, in accordance with rule 4 of the rules of procedure, appointed a Credentials Committee composed of the following States: Belgium, China, Costa Rica, Philippines, Senegal, Union of Soviet Socialist Republics, United Republic of Tanzania, United States of America and Venezuela.

310. The Credentials Committee held two meetings, on 24 and 26 June 1975. At the 1st meeting, Estefania Aldaba Lim (Philippines) was unanimously elected Chairman.

311. The Committee had before it a memorandum by the Secretary-General of the Conference stating that, as at 24 June 1975, credentials issued by the Head of State or Government or by the Minister for Foreign Affairs had been submitted as provided for in rule 3 of the rules of procedure of the Conference, by all but 21 of the participating States. Of those 21 States:

(a) The credentials of the representatives of 12 States were communicated to the Secretary-General of the Conference in the form of telegrams from their respective Head of State or Government or Minister for Foreign Affairs;

(b) The representatives of 7 States were designated in letters or notes verbales from their respective permanent representatives or permanent missions in New York, or from their embassies in Mexico;

(c) In respect of 2 States, which were present at the Conference, no credentials or other communications concerning their participation in the Conference had been received by the Secretary-General of the Conference.

312. On the proposal of the Chairman, the Committee agreed that, as an exceptional measure, in view of the short duration of the Conference, the communications referred to in paragraph 311, subparagraphs (a) and (b) above should be accepted provisionally, pending the receipt of the formal credentials of the representatives concerned in due form and that the representatives of the States referred to in paragraph 311, subparagraph (c), were entitled to participate provisionally in the Conference, in accordance with rule 5 of the rules of procedure of the Conference. The Committee noted that in most instances assurance had been given that full credentials would be transmitted as soon as possible.

313. The Chairman then proposed that the Committee should adopt the following draft resolution:

"The Credentials Committee,

"Having examined the credentials of the representatives of all States participating in the World Conference of the International Women's Year,

"Accepts the credentials of all the representatives participating in the Conference."

314. The representative of the Union of Soviet Socialist Republics proposed that the draft resolution should include a reference to the memorandum of the Secretary-General of the Conference on the status of credentials (see para. 311 above), incorporating the corrections orally made to that memorandum by the Secretary of the Committee, so as to reflect accurately the actual status of credentials at the time of the adoption of the draft resolution.

315. The draft resolution proposed by the Chairman was then revised to read as follows:

"The Credentials Committee,

"Having received the memorandum by the Secretary-General of the Conference on the status of credentials of representatives to the World Conference of the International Women's Year,

"Having examined the credentials of the representatives of all States participating in the World Conference of the International Women's Year,

"Accepts the credentials of all the representatives participating in the Conference."

This draft resolution was adopted by the Committee unanimously.

316. At the request of the representative of Senegal, the Committee agreed that it should be clearly stated in its report that its approval of credentials applied only to those States that were effectively represented at the Conference at the time of the adoption of the Committee's report.

#### B. Action taken in plenary on the report of the Credentials Committee

317. The Chairman of the Credentials Committee presented the report of the Credentials Committee (E/CONF.66/22) to the Conference at its 21st plenary meeting, on 1 July 1975. The Conference approved the report.

## Chapter X

### ADOPTION OF THE REPORT OF THE CONFERENCE

318. The Rapporteur-General presented to the Conference at its 22nd plenary meeting part two of the draft report of the Conference ("Background to the Conference") and chapters V and VI of part three ("Proceedings of the Conference") (E/CONF.66/L.10 and Add.1), together with a number of additional passages, which were read out by the Secretariat, for insertion in chapter VI ("Summary of the general debate").

319. After some discussion, the representative of the German Democratic Republic requested a separate vote on the following text, to be inserted at the end of paragraph 93, which had been read out by the Secretariat:

"Two speakers stated that the super-Powers were contending for world hegemony, the factors for war were increasing and the women of the whole world should be vigilant against their intensified arms expansion and war preparations under the guise of détente and disarmament, the purpose of which was really to infiltrate, control and threaten the independence, security and basic rights of people in many countries."

The Conference decided, by 17 votes to 8, with 35 abstentions, to vote separately on the above text.

320. The result of the vote on the retention of the above text was 21 votes in favour, 14 against, and 41 abstentions. The text was declared not adopted, having failed to obtain the two-thirds majority required under rule 31 of the rules of procedure for decisions on matters of substance.

321. The delegation of Cuba submitted an oral amendment in two parts calling for the addition of the following sentences, the first as a new paragraph after paragraph 89 and the second as an insertion in paragraph 93, after the second sentence:

"Many speakers made references to the constant violations of human rights that had taken place in Chile, and requested the immediate cessation of torture, oppression, maltreatment and repression to which the people of Chile, especially the women, were victims."

"Many speakers referred in their statements to the role played by the Soviet Union in favour of disarmament and world peace."

322. At the request of Chile, the amendment was put to the vote by roll-call. The amendment was adopted by 44 votes to 3, with 47 abstentions. The voting was as follows:

In favour: Afghanistan, Algeria, Australia, Bangladesh, Byelorussian Soviet Socialist Republic, Botswana, Bulgaria, Cuba, Cyprus, Czechoslovakia, Democratic Yemen, Gabon, German Democratic

Republic, Greece, Guinea, Guyana, Hungary, India, Iraq, Jordan, Libyan Arab Republic, Mali, Mexico, Mongolia, Morocco, New Zealand, Nigeria, Pakistan, Panama, Philippines, Poland, Qatar, Somalia, Sri Lanka, Sudan, Syrian Arab Republic, Togo, Turkey, Ukrainian Soviet Socialist Republic, Union of Soviet Socialist Republics, United Republic of Cameroon, United Republic of Tanzania, Yugoslavia, Zambia.

Against: Chile, Nicaragua, Paraguay.

Abstaining: Argentina, Austria, Barbados, Belgium, Burundi, Canada, Central African Republic, Colombia, Costa Rica, Denmark, Dominican Republic, Ecuador, Egypt, Fiji, Finland, France, Gambia, Germany (Federal Republic of), Ghana, Grenada, Haiti, Honduras, Iceland, Indonesia, Ireland, Israel, Italy, Ivory Coast, Japan, Kenya, Madagascar, Mauritius, Nepal, Netherlands, Niger, Norway, Peru, Portugal, Romania, Sierra Leone, Spain, Sweden, Trinidad and Tobago, United States of America, United Kingdom of Great Britain and Northern Ireland, Upper Volta, Venezuela.

323. The representatives of Nigeria, Pakistan and the United Republic of Tanzania stated that they had thought the two parts of the Cuban amendment would be put to the vote separately. Their delegations would have abstained on the second part. The representatives of Australia and Turkey also thought the Cuban amendments would be put to the vote separately. Their delegations did not consider that they had voted on the second one. The representative of China stated that she too had thought the vote was on the first of the amendments. Her delegation had not participated in the vote. It was opposed to the second amendment.

324. At the request of the representative of Iraq, the Conference voted by roll-call on an amendment proposed orally by Israel to the effect that the following text should be added to paragraph 89:

"A number of participants stressed the importance of implementation of United Nations resolutions and respect for the right of the Palestinian people to self-determination. One speaker asked the Conference to bring together in the interests of mutual understanding and reconciliation the women of Israel and of the Arab nations around it."

325. The amendment was rejected by 53 votes to 21, with 40 abstentions. The voting was as follows:

In favour: Australia, Austria, Belgium, Canada, Costa Rica, Fiji, France, Germany (Federal Republic of), Guatemala, Iceland, Ireland, Israel, Italy, Monaco, Netherlands, New Zealand, Nicaragua, Norway, Philippines, United Kingdom of Great Britain and Northern Ireland, United States of America.

Against: Afghanistan, Albania, Algeria, Bangladesh, Botswana, Bulgaria, Burundi, Byelorussian Soviet Socialist Republic, China, Cuba, Czechoslovakia, Democratic People's Republic of Korea, Democratic Republic of Viet-Nam, Democratic Yemen, Egypt, El Salvador, German Democratic Republic, Guinea, Guyana, Hungary, India, Iran,

Iraq, Jordan, Kuwait, Lebanon, Libyan Arab Republic, Madagascar, Mali, Morocco, Mongolia, Niger, Nigeria, Oman, Pakistan, Poland, Qatar, Republic of Viet-Nam, Senegal, Somalia, Sri Lanka, Sudan, Syrian Arab Republic, Togo, Tunisia, Turkey, Uganda, Ukrainian Soviet Socialist Republic, United Arab Emirates, Union of Soviet Socialist Republics, Yugoslavia, Zaire, Zambia.

Abstaining: Argentina, Bahamas, Barbados, Central African Republic, Chile, Colombia, Cyprus, Denmark, Dominican Republic, Ecuador, Finland, Gambia, Ghana, Greece, Grenada, Haiti, Holy See, Honduras, Indonesia, Ivory Coast, Japan, Kenya, Mauritius, Mexico, Nepal, Panama, Paraguay, Peru, Portugal, Romania, Rwanda, Sierra Leone, Spain, Sweden, Trinidad and Tobago, United Republic of Cameroon, United Republic of Tanzania, Upper Volta, Uruguay, Venezuela.

326. Part two and chapters V and VI of part three of the draft report of the Conference were adopted by 78 votes to none, with 13 abstentions.

327. Statements in explanation of vote were made by the representatives of Algeria, China, Iraq and Jordan.

328. At the 25th plenary meeting, the Conference adopted its report as a whole, consisting of the Declaration of Mexico, the World Plan of Action and the resolutions adopted by the Conference (part one of the present report) and, in addition to the texts concerning the background and proceedings of the Conference adopted at its 22nd plenary meeting (part two and chapters V and VI of part three), the reports of the First and Second Committees and the Credentials Committee. The Rapporteur-General was authorized to complete the report on the proceedings of the 22nd to 25th plenary meetings and to include certain annexes. It was understood that the necessary editorial changes would be made by the Secretariat in accordance with United Nations practice.

## Chapter XI

### PROPOSAL FOR THE CONVENING OF A SECOND WORLD CONFERENCE IN 1980

329. The Conference adopted without a vote a proposal submitted orally by the representative of Iran to the effect that the Conference should recommend that the General Assembly at its thirtieth session consider the convening of a second world conference on women in 1980. (For the text of the recommendation, see part one, chap. III.)

330. Statements were made by the representatives of Finland, Poland, the Union of Soviet Socialist Republics and the United Kingdom of Great Britain and Northern Ireland.

## Chapter XII

### EXPRESSION OF THANKS TO THE HOST GOVERNMENT

331. On a proposal by the representative of Canada, the Conference adopted a draft resolution of thanks to the Government of Mexico, which had hosted the Conference. (For the text of the resolution, see part one, chap. III, resolution 35.)

## Chapter XIII

### CONCLUDING STATEMENTS

332. Speakers on behalf of groups of countries, in assessing the results of the work of the Conference, stated that the World Plan of Action adopted by the Conference constituted the beginning of world-wide efforts to remove the injustices from which women still suffered and to enable women to participate fully in the economic, social, political and cultural life of their countries. It was noted by some that the Declaration of Mexico enunciated principles and guidelines for action which would lead to the full integration of women in an international community based on equity and so to universal peace.

333. The speakers on behalf of all groups warmly thanked the people of Mexico and its President and Government for the generous hospitality with which they had welcomed the delegations to the Conference.

334. The Secretary-General of the Conference described the Conference as a turning-point in history: women, who had in the past formed the largely silent majority of the world's population, had become vocal through their sisters who accounted for more than two thirds of the participants in the Conference.

335. The Plan of Action adopted by the Conference was the first comprehensive global programme for the realization of principles which were recognized in the Declaration of Mexico. The host country and its capital city had been the scene



of an epoch-making meeting during which bonds of sisterhood and brotherhood, of solidarity and partnership, had been forged, a memorable event which would continue to inspire all those who had been privileged to attend the Conference.

336. The President of the Conference said that the purpose of the Conference had been, above all, to seek agreement on ideals and to translate them into principles and programmes of action conducive to the well-being and equality of all human beings and therefrom to peace and justice.

337. Reminding the Conference of the central themes of the International Women's Year, equality, development and peace, he recalled that all participants in the Conference shared the conviction that creative and lasting peace would be unattainable so long as half the world's population was denied the opportunity to participate actively and on an equal basis, from the economic, social and legal points of view, in efforts to achieve development and to share in its benefits. The Declaration of Mexico laid down the principles governing the position of women in the family and in society, the Plan of Action specified the measures to be taken by Governments in order to give tangible shape and effect to those principles. If the new international economic order was to become a reality, it was indispensable that women, particularly in the developing countries, should be involved in efforts to overcome the economic, political and social backwardness from which most of mankind was still suffering. To achieve this objective, the provisions of the Charter of Economic Rights and Duties of States needed to be implemented, lest the poor nations lack the material resources for ameliorating the condition of their populations, and of their women in particular. He expressed the hope that all States would take legislative and other action to clothe the principles approved by the Conference with reality. He was confident that the historic Conference of Mexico would be regarded as the first step in an irreversible process towards the creation of a society in which all human beings, women and men alike, would enjoy greater justice.

Annexes

Annex I

SELECTED LIST OF DOCUMENTS BEFORE THE CONFERENCE

A. Main Conference documents

<u>Document symbol</u>	<u>Title</u>	<u>Agenda item</u>
E/CONF.66/1	Provisional agenda and annotations to the provisional agenda	3
E/CONF.66/2	Provisional rules of procedure of the Conference	2
E/CONF.66/3 and Add.1 and 3	Current trends and changes in the status and roles of women and men, and major obstacles to be overcome in the achievement of equal rights, opportunities and responsibilities: report of the Secretary-General	9
E/CONF.66/3/Add.2	The involvement of women in strengthening international peace and eliminating racism and racial discrimination: report of the Secretary-General	8
E/CONF.66/4	The integration of women in the development process as equal partners with men: report of the Secretary-General	10
E/CONF.66/5 and Corr.1	Draft World Plan of Action	11
E/CONF.66/6	Establishment of committees and organization of work	4
E/CONF.66/7	Agenda	3
E/CONF.66/8	Message by H.M. Queen Alia of the Hashemite Kingdom of Jordan	
E/CONF.66/9	Message from His Holiness Pope Paul VI	
E/CONF.66/10	Message by H.E. Mr. J. B. Tito, President of the Socialist Federal Republic of Yugoslavia	

Document symbol

Title

Agenda item

E/CONF.66/11	Message by H.E. Mr. Todor Zhivkov, President of the State Council of the People's Republic of Bulgaria
E/CONF.66/12	Message by H.E. Dr. Joaquín Balaguer, President of the Dominican Republic
E/CONF.66/13	Message from H.E. Mr. Nicolae Ceausescu, President of the Socialist Republic of Romania
E/CONF.66/14	Message by H.E. Mr. W. Stoph, Chairman of the Council of State of the German Democratic Republic
E/CONF.66/15	Message from H.E. H. Jablonski, President of the Council of State of the Polish People's Republic
E/CONF.66/16	Written statement on behalf of the Commission on Human Rights
E/CONF.66/17	Letter dated 20 June 1975 from the President of the delegation of the Palestine Liberation Organization addressed to the President of the World Conference of the International Women's Year
E/CONF.66/18	Letter dated 20 June 1975 addressed to the Secretary-General of the Conference by the Head of the delegation of the United Kingdom of Great Britain and Northern Ireland
E/CONF.66/19	Message from H.E. Mrs. Indira Ghandi, Prime Minister of India to the World Conference of the International Women's Year
E/CONF.66/20	Message from H.E. Mr. Gaafar Mohamed Nemeiri, President of the Democratic Republic of the Sudan

Agenda item

Document symbol

Title

E/CONF.66/21	Message from H.E. Mr. Mohamed Siyaad Barre, President of the Supreme Revolutionary Council of the Somali Democratic Republic and Chairman of the Organization of African Unity
E/CONF.66/22	Credentials of representatives to the Conference: report of the Credentials Committee
E/CONF.66/23	Message from Her Excellency Mrs. María Estela Martínez de Perón, President of Argentina
E/CONF.66/24	Letter dated 27 June 1975 from the Head of the delegation of Israel to the President of the World Conference of the International Women's Year
E/CONF.66/25	Message from N. Podgorny, Chairman of the Presidium of the Supreme Soviet of the Union of Soviet Socialist Republics
E/CONF.66/26	Message from His Excellency Mr. Takeo Miki, Prime Minister of Japan
E/CONF.66/27	Message from Brigadier General Teferi Bante, Chairman of the Provisional Military Administrative Council and Council of Ministers of Ethiopia
E/CONF.66/28	Message from General Guillermo Rodríguez Lara, President of the Republic of Ecuador
E/CONF.66/29	Message from Brigadier General Omar Torrijos H., Commander-in-Chief of the National Guard of Panama
E/CONF.66/30	Message from H.E. Professor Aldo Moro, President of the Council of Ministers of Italy

6 (b)

Document symbol

Title

Agenda item

E/CONF.66/31

Message from Mr. E. M. Gairy, Prime Minister of Grenada

E/CONF.66/32

Message from Ahmed Sekou Touré, Secretary-General of the State Party of Guinea, President of the Republic

E/CONF.66/33

Message from Constantin Tsatsos, President of the Hellenic Republic

B. Draft resolutions and draft Declarations considered by the First Committee under agenda item 11

<u>Document symbol</u>	<u>Title and sponsors</u>	<u>Observations a/</u>
E/CONF.66/C.1/L.22	Germany (Federal Republic of), United Kingdom of Great Britain and Northern Ireland and United States of America: draft Declaration	See part two, para. 153
E/CONF.66/C.1/L.23	Research and training for the advancement of women in Africa - Algeria, Mali, Senegal, Somalia, Togo, United Republic of Cameroon and Zaire: draft resolution	Draft resolution I in report of the Committee  Adopted as resolution 1
E/CONF.66/C.1/L.24	Rural areas - Chile, Colombia and Paraguay: draft resolution	See part two, para. 146
E/CONF.66/C.1/L.25	Education - Chile and Colombia: draft resolution	See part two, para. 146
E/CONF.66/C.1/L.26	International co-operation under projects designed to achieve the objectives of the World Plan of Action - Madagascar, Mauritania, Niger, Rwanda and Senegal: draft resolution	Draft resolution II in report of the Committee  Adopted as resolution 2
E/CONF.66/C.1/L.27	Maternal and child health programmes - Chile and Colombia: draft resolution	See part two, para. 146
E/CONF.66/C.1/L.28	Women and human development - Bahamas: draft resolution	See part two, para. 147
E/CONF.66/C.1/L.29	Communications media - Chile and Colombia: draft resolution	See part two, para. 146
E/CONF.66/C.1/L.30	Development and participation - Chile and Colombia: draft resolution	See part two, para. 146

a/ For action taken in plenary on the report of the First Committee, see part two, chap. VII, sect. B; for the final texts of resolutions, see part one, chap. III.

<u>Document symbol</u>	<u>Title and sponsors</u>	<u>Observations a/</u>
E/CCNF.66/C.1/L.31	The status of women in South Africa, Namibia and Southern Rhodesia - Afghanistan, Algeria, Burundi, Congo, Dahomey, Democratic Yemen, Egypt, Equatorial Guinea, Ethiopia, Gambia, German Democratic Republic, Ghana, Guinea, Guyana, Iraq, Jamaica, Madagascar, Mali, Mauritania, Morocco, Niger, Nigeria, Romania, Rwanda, Senegal, Sierra Leone, Somalia, Sudan, Togo, Trinidad and Tobago, Uganda, United Republic of Cameroon, United Republic of Tanzania, Yugoslavia, Zaire and Zambia: draft resolution	Draft resolution III in report of the Committee  Adopted as resolution 3
E/CONF.66/C.1/L.32	Participation of women in the seventh special session of the United Nations General Assembly and in other meetings of the different bodies of the United Nations - Australia, Congo, Dahomey, Gabon, Ghana, Guinea, Iraq, Jamaica, Madagascar, Mali, Mauritania, Niger, Rwanda, Senegal, Somalia, Togo, Tunisia, United Republic of Cameroon, United Republic of Tanzania and Zaire: draft resolution	Draft resolution VI in report of the Committee  Adopted as resolution 6
E/CONF.66/C.1/L.33	Role of the United Nations system in implementing the World Plan of Action - Finland, Ghana, Guinea, Honduras, Jamaica, Jordan, Kenya, Libyan Arab Republic, Nigeria, Philippines, Somalia, Sudan, Sweden, Thailand, Togo, United Republic of Cameroon and United Republic of Tanzania: draft resolution	Draft resolution IV in report of the Committee  Adopted as resolution 4
E/CCNF.66/C.1/L.35	Women and health - Australia, Iran, Norway, United Kingdom of Great Britain and Northern Ireland: draft resolution	Draft resolution V in report of the Committee  Adopted as resolution 5
E/CCNF.66/C.1/L.37 and Rev.1	Afghanistan, Algeria, Argentina, Bangladesh, Barbados, Botswana, Brazil, Burundi, Central African Republic, Chile, Colombia, Congo, Costa Rica, Cuba, Dahomey, Democratic Yemen, Dominican Republic, Ecuador, Egypt, Equatorial Guinea, Ethiopia, Gabon, Ghana, Grenada, Guatemala, Guinea, Guyana, Honduras, India, Indonesia	See part two, para. 152 for the final text of the Declaration, see part one, chap. I



Document symbolTitle and sponsorsObservations a/

E/CONF.66/C.1/L.37  
and Rev.1  
(continued)

Iran, Iraq, Jamaica, Jordan, Kenya, Kuwait,  
Lebanon, Lesotho, Libyan Arab Republic,  
Madagascar, Mali, Mauritania, Mexico,  
Morocco, Niger, Nigeria, Oman, Pakistan,  
Panama, Paraguay, Peru, Philippines, Qatar,  
Republic of South Viet-Nam, Rwanda,  
Senegal, Sierra Leone, Somalia, Sri Lanka,  
Sudan, Swaziland, Syrian Arab Republic,  
Thailand, Togo, Trinidad and Tobago,  
Tunisia, Turkey, Uganda, United Republic of  
Cameroon, United Republic of Tanzania,  
Yemen, Yugoslavia, Zaire and Zambia:  
draft Declaration of Mexico on the  
Equality of Women and their Contribution  
to Development and Peace, 1975

C. Draft resolutions considered by the Second Committee under agenda item 8 b/

<u>Symbol</u>	<u>Title and sponsor</u>	<u>Observations c/</u>
E/CONF.66/L.2	Women's participation in promoting world peace and international co-operation - Ghana, Indonesia, Malaysia, Philippines and Tunisia: draft resolution	Draft resolution XXII in report of the Committee  Adopted as resolution 28
E/CONF.66/L.3	Women's participation in the strengthening of international peace and security and in the struggle against colonialism, racism, racial discrimination and foreign domination - Bulgaria, Congo, Gambia, German Democratic Republic, Guinea, India, Mongolia, Nepal, Nigeria, Sierra Leone, Somalia, Sri Lanka and Venezuela: draft resolution	Draft resolution XXIII in report of the Committee  Adopted as resolution 29
E/CONF.66/L.4 and Add.1	The question of the Panamanian territory called the "Canal Zone" - Argentina, Costa Rica, Cuba, German Democratic Republic, Guinea, Guyana, Honduras, Iraq, Jamaica, Libyan Arab Republic, Mexico, Panama, Peru, Republic of South Viet-Nam, Somalia, Sudan, Syrian Arab Republic, Venezuela and Yugoslavia: draft resolution	Draft resolution XXIV in report of the Committee  Adopted as resolution 30
E/CONF.66/L.5	Women's contribution to world peace through participation in international conferences - Austria, Barbados, Canada, Ethiopia, Gambia, Iran, Thailand	Draft resolution XXV in the report of the Committee  Adopted as resolution 31

b/ The Conference decided that after the general debate was concluded draft resolutions submitted under agenda item 8 would be considered by the Second Committee (see part two, paras. 57 and 297).

c/ For action taken in plenary on the report of the Second Committee, see part two, chap. VIII, sect. B; for the final texts of resolutions, see part one, chap. III.

<u>Symbol</u>	<u>Title and sponsor</u>	<u>Observations</u> 2/
E/CONF.66/L.5 (continued)	Tunisia, United Kingdom of Great Britain and Northern Ireland, United Republic of Tanzania and United States of America: draft resolution	
E/CONF.66/L.6	Palestinian and Arab women -- Afghanistan, Algeria, Burundi, Congo, Cuba, Democratic People's Republic of Korea, Democratic Republic of Viet-Nam, Democratic Yemen, Dahomey, Egypt, Equatorial Guinea, Gabon, German Democratic Republic, Guinea, Iraq, Jordan, Kenya, Kuwait, Lebanon, Libyan Arab Republic, Mali, Mauritius, Mongolia, Morocco, Nigeria, Oman, Pakistan, Panama, Qatar, Republic of South Viet-Nam, Rwanda, Saudi Arabia, Senegal, Somalia, Sudan, Syrian Arab Republic, Togo, Tunisia, Uganda, United Arab Emirates, United Republic of Cameroon, United Republic of Tanzania, Yugoslavia and Zaire: draft resolution	Draft resolution XXVI  Adopted as resolution 32
E/CONF.66/L.7	Aid to the Viet-Khmer people - Algeria, Argentina, Congo, Cuba, Guinea, Guyana, Jordan, Libyan Arab Republic, Madagascar, Mali, Mauritania, Mexico, Peru, Poland, Somalia, Syrian Arab Republic and Yugoslavia: draft resolution	Draft resolution XXVII in report of the Committee  Adopted as resolution 33
E/CONF.66/L.8	The situation of women in Chile - Algeria, Australia, Finland, German Democratic Republic, Greece, Mali, Mexico, Netherlands, Norway, Sweden and Yugoslavia: draft resolution	Draft resolution XXVIII in report of the Committee  Adopted as resolution 34

<u>Symbol</u>	<u>Title and sponsor</u>	<u>Observations c/</u>
E/CONF.66/L.9	Women's participation in promoting world peace and international co-operation - Germany (Federal Republic of) and United Kingdom of Great Britain and Northern Ireland: amendment proposed to the draft resolution contained in document E/CONF.66/L.2	

D. Draft resolutions considered by the Second Committee  
under agenda items 9 and 10

<u>Symbol</u>	<u>Title and sponsors</u>	<u>Observations d/</u>
E/CONF.66/C.2/L.10	Prevention of the exploitation of women and girls - Thailand: draft resolution	
E/CONF.66/C.2/L.10/ Rev.1	_____ : revised draft resolution	Draft resolution I in report of the Committee  Adopted as resolution 7
E/CONF.66/C.2/L.59	The situation of women in the employ of the United Nations and the specialized agencies - Canada, Dominican Republic, Ethiopia, Guatemala, Japan, Norway, Philippines, United Kingdom of Great Britain and Northern Ireland, United Republic of Tanzania, United States of America and Uruguay: draft resolution	Draft resolution II in report of the Committee  Adopted as resolution 8
E/CONF.66/C.2/L.60	Protection of maternal and child health - India, Iran, Mexico, Pakistan, Peru, Thailand and Turkey: draft resolution	
E/CONF.66/C.2/L.60/ Rev.1	_____ - Argentina, Cuba, India, Iran, Mexico, Pakistan, Peru, Thailand and Turkey: revised draft resolution	Draft resolution III in report of the Committee  Adopted as resolution 9
E/CONF.66/C.2/L.61	Access of women to financial assistance - Ghana, Guinea, Ivory Coast, Jamaica, Kenya and Nigeria: draft resolution	Draft resolution IV in report of the Committee  Adopted as resolution 10
E/CONF.66/C.2/L.62	Research on population and the integration of women in development - Iran, Jamaica and Trinidad and Tobago: draft resolution	Draft resolution V in report of the Committee  Adopted as resolution 11

d/ For action taken in plenary on the report of the Second Committee, see part two, chap. VIII, sect. B; for the final texts of resolutions, see part one, chap. III.

<u>Symbol</u>	<u>Title and sponsors</u>	<u>Observations d/</u>
E/CONF.66/C.2/L.63	The establishment of a United Nations Fund for Women - Afghanistan, Dominican Republic, Nepal, Philippines and United Kingdom of Great Britain and Northern Ireland: draft resolution	
E/CONF.66/C.2/L.63/ Rev.1	Special measures for the integration of women in development: Afghanistan, Dominican Republic, Indonesia, Nepal, Netherlands, Philippines and United Kingdom of Great Britain and Northern Ireland: draft resolution	Draft resolution VI in report of the Committee  Adopted as resolution 12
E/CONF.66/C.2/L.64	Social security for women, including the elderly and the disabled - Peru: draft resolution	
E/CONF.66/C.2/L.64/ Rev.1	Social security as a means of providing family security for women, including the elderly and the disabled - Bulgaria, Colombia, Panama, Peru and Poland: draft resolution	Draft resolution VII in report of the Committee  Adopted as resolution 13
E/CONF.66/C.2/L.65	Research for the formulation of policies concerning the integration of women in the development process - Australia, Netherlands, New Zealand and Sweden: draft resolution	Draft resolution VIII in report of the Committee  Adopted as resolution 14
E/CONF.66/C.2/L.66	Family planning and the full integration of women in development - Egypt, Ghana, Guinea, Nigeria, Sierra Leone, Sweden, United Kingdom of Great Britain and Northern Ireland and United States of America: draft resolution	Draft resolution IX in report of the Committee  Adopted as resolution 15
E/CONF.66/C.2/L.67	Popular participation - Cuba, Dominican Republic, Mexico and Venezuela: draft resolution	Draft resolution X in report of the Committee  Adopted as resolution 16
E/CONF.66/C.2/L.68	The family - Argentina, Costa Rica, Cuba, Dominican Republic, Panama, Paraguay, Spain and Uruguay: draft resolution	Draft resolution XI in report of the Committee  Adopted as resolution 17

<u>Symbol</u>	<u>Title and sponsors</u>	<u>Observations d/</u>
E/CONF.66/C.2/L.69	Political and social participation - Ecuador, Panama, Peru and Portugal: draft resolution	Draft resolution XII in report of the Committee  Adopted as resolution 18
E/CONF.66/C.2/L.70	Women and communication media - Canada, Cuba, Dominican Republic, Lebanon, Mali, Norway, Peru, Portugal and Trinidad and Tobago: draft resolution	Draft resolution XIII in report of the Committee  Adopted as resolution 19
E/CONF.66/C.2/L.71	Integration of women in the process of political, economic, social and cultural development as equal partners with men - Algeria, Cuba, Czechoslovakia, Dahomey, Egypt, Ghana, Greece, Guatemala, Honduras, Hungary, India, Iran, Jamaica, Mexico, Panama, Peru, Portugal, Romania, Somalia, United Republic of Tanzania, Venezuela, Yugoslavia and Zambia: draft resolution	Draft resolution XIV in report of the Committee  Adopted as resolution 20
E/CONF.66/C.2/L.72	Condition of women in rural areas - Colombia, Cuba, Guinea, India, Kenya, Mexico, Sri Lanka, Thailand and Venezuela: draft resolution	Draft resolution XV in report of the Committee  Adopted as resolution 21
E/CONF.66/C.2/L.73	Women in poverty - Holy See and Mauritius: draft resolution	
E/CONF.66/C.2/L.73/Rev.1	Women and development - Holy See: revised draft resolution	Draft resolution XVI in report of the Committee  Adopted as resolution 22
E/CONF.66/C.2/L.74	Revision and expansion of the International Standard Classifications of Occupations - New Zealand: draft resolution	Draft resolution XVII in report of the Committee  Adopted as resolution 23
E/CONF.66/C.2/L.75	Education and training - Argentina, Brazil, Chile, Colombia, Costa Rica, Cuba, Dominican Republic, Ecuador, Greece, Indonesia, Malaysia, Nepal, Pakistan, Paraguay, Peru, Philippines, Sri Lanka, Somalia, Thailand, Trinidad and Tobago, United States of America, Uruguay and Venezuela: draft resolution	Draft resolution XVIII in report of the Committee  Adopted as resolution 24

<u>Symbol</u>	<u>Title and sponsors</u>	<u>Observations d/</u>
E/CONF.66/C.2/L.76	Equality between men and women and elimination of discrimination against women - Brazil, Bulgaria, Byelorussian Soviet Socialist Republic, Dominican Republic, German Democratic Republic, New Zealand, United Kingdom of Great Britain and Northern Ireland: draft resolution	Draft resolution XIX in report of the Committee Adopted as resolution 25
E/CONF.66/C.2/L.77	International Research and Training Institute for the Advancement of Women - Australia, Bangladesh, Egypt, Ghana, Iran, Jamaica, Mexico, Pakistan, Romania, Senegal, Trinidad and Tobago, Turkey and United States of America: draft resolution	Draft resolution XX in report of the Committee Adopted as resolution 26
E/CONF.66/C.2/L.79	Measures for integration of women in development - Australia, Austria, Barbados, Brazil, Canada, Colombia, Egypt, Ethiopia, Guatemala, Haiti, Honduras, Morocco, Nepal, Netherlands, Nicaragua, Norway, Republic of Korea, Sierra Leone, Trinidad and Tobago, United Kingdom of Great Britain and Northern Ireland, and United States of America: draft resolution	Draft resolution XXI in report of the Committee Adopted as resolution 27

E. Information documents

E/CONF.66/INF.1	Information for participants
E/CONF.66/INF.2	List of participants



## Annex II

### PARALLEL AND ASSOCIATED ACTIVITIES AND RELATED EVENTS

1. On the occasion of the World Conference of the International Women's Year a great many parallel and associated activities and related events took place in Mexico City. These activities and events were arranged in consultation with the Government of Mexico and the Secretary-General of the Conference.
2. The Seminar on Women and Development, which met from 16 to 18 June 1975, was sponsored jointly by the American Association for the Advancement of Science the Mexican Council on Science and Technology, the United Nations Development Programme and the United Nations Institute for Training and Research. Working groups met to discuss the following topics: food processing, nutrition, rural development, education, urbanization, health and women's self-help organizations. Reports were presented to the Seminar on the final day and were also circulated informally at the Conference. Several of the participants in the Seminar were also members of governmental delegations to the Conference and hence were able to participate in the Conference also.
3. The International Women's Year Tribune, which was held in Mexico City concurrently with the Conference, was organized, as an independent activity, by a committee appointed by the Conference of non-governmental organizations in consultative status with the United Nations Economic and Social Council and in consultation with the United Nations and the Government of Mexico. It served as a forum for the discussion, by non-governmental organizations and individuals interested in the position of women in society, of the theme of the Year, "Equality, development and peace".
4. The Tribune discussed such topics as education, health, nutrition, agriculture and rural development, urbanization, family structures, population and family planning, law and the status of women, employment, professions and the arts, migration, political participation, decision-making, armaments and efforts for peace. It had platform speakers, arranged cross-cultural dialogues and received a daily briefing from representatives in the Conference and United Nations staff on the progress being made by the Conference. The Tribune participants came from all parts of the world and included also Mexican social scientists and academics. There were formal sessions, at which papers were read. In addition, there were film shows and handicraft and photographic displays; an information and documentation centre provided other opportunities for the participants to exchange views and information.
5. The Tribune as a body took no formal decisions on issues discussed, nor did it adopt formal resolutions or recommendations. Throughout the duration of the Tribune, a daily newspaper, Xilonen, was published which gave up-to-date information about developments in the Tribune and the Conference.

6. A Journalists Encounter organized jointly by the United Nations Centre for Economic and Social Information and the secretariat of International Women's Year was held at the National Medical Centre from 16 to 18 June and on 27 June 1975. The Encounter was funded with the help of grants from international development agencies of Denmark, Norway and Sweden and from the United Nations Fund for Population Activities. The Encounter, primarily intended for 53 journalist fellows from developing countries (who were also able to attend the World Conference), was open to all journalists accredited to the Conference. It explored and debated each of the themes of the Conference - equality, development and peace - on the first three days of the Encounter. Morning sessions were devoted to addresses by three internationally known personalities, followed by a question-and-answer period. Afternoon sessions were devoted to group discussions. The final day, 27 June, was devoted to the theme "Media attitudes to International Women's Year".

7. After the closure of the Conference, the United Nations Scientific and Cultural Organization organized on 3 and 4 July, in conjunction with the Centre for Economic and Social Information, a Media Workshop for selected editors, publishers, journalists and broadcasters producing material of particular interest to women.

8. A number of related events took place on the occasion of the Conference, including the following:

(a) An exhibit sponsored by the Government of Mexico illustrating the role of women in history;

(b) An exhibit on "Women and Art", under the auspices of the Government of Mexico;

(c) "The Confessions of Sister Juana", a play staged by the Spanish-Italian group of Mexico.

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