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WOMEN IN HEALTH AND DEVELOPMENT: PROPOSED FIVE-YEAR REGIONAL PLAN OF ACTION

This Five-Year Regional Plan of Action on Women in Health and Development has been prepared in response to Resolution XVII of the XXVII Meeting of the Directing Council (1980), for the second half of the United Nations Decade for Women. The Special Subcommittee on Women in Health and Development of the Executive Committee met with PAHO technical staff in Washington, D.C., from 14 to 19 January 1981 to prepare the first draft of this Five-Year Plan, which was then circulated to all the Member Governments and PASB Offices. The comments received were incorporated into a revised version presented to the 86th meeting of the Executive Committee (June 1981). Based upon comments received from the delegates and observers in that meeting, the current draft has been prepared for presentation to the XXVIII meeting of the Directing Council.

The Five-Year Plan recommends that the Special Subcommittee on Women in Health and Development of the Executive Committee meet at least once a year to review the progress and implementation of activities specified in the Five-Year Plan. An annual progress report will be presented to the Directing Council, and a progress report on achievement of the goals of the U.N. Decade for Women will be presented to the XXX Meeting of the Directing Council.

A timetable has also been established for implementation of the Five-Year Regional Plan of Action, to coincide with the activities and goals of the global and regional plans of action for implementing the strategies to reach the goal of health for all by the year 2000.

Progress Report

This Draft Five-Year Regional Plan of Action on Women in Health and Development has been prepared for the second half of the United Nations Decade for Women and is in response to Resolution XVII of the XXVII Meeting of the Directing Council (1980), which recommends "that a special subcommittee of the Executive Committee be established which, with the co-operation of PASB, should examine the World Plan of Action proposed by the Copenhagen Conference and develop a Plan of Implementation specifically oriented to the health needs of this Region, and to seeking solutions to the obstacles which interfered with the progress in the first half of the Decade, and that this Plan, after its review by Member Governments, be presented to the 86th Meeting of the Executive Committee in June 1981."

The Special Subcommittee of the Executive Committee, composed of representatives from Nicaragua and Jamaica, met on 14-19 January 1981 in Washington, D.C. with PASB technical staff, to develop a five-year draft plan of action. This Draft was circulated to all Member Governments and PASB offices and Centers, and the contributions received were incorporated into the revised version presented to the 86th Meeting of the Executive Committee (June 1981). Based upon comments received from delegates and observers in the Executive Committee meeting, the current Draft has been prepared for presentation to the XXVIII meeting of the Directing Council.

The goals of this Five-Year Plan are to provide guidelines and mechanisms whereby PAHO and Member Governments can successfully integrate the activities of the U.N. Program of Action into health and development programs of the Region; to help improve the physical and mental health of the people in the Region by giving special attention to the health needs of girls and women; to contribute to the attainment of health for all by the year 2000 by buttressing the primary health care approach with complementary strategies focused on women in health and development; and to increase awareness of sex roles, behaviors and stereotypes in order to formulate more integrated attitudes and approaches to human resources utilization.

Four main strategic components are considered in the development of activities focused on women in the Five-Year Plan, namely, strengthening and utilization of PAHO's institutional capabilities; research and analysis of women's health problems; promotion and dissemination of information; and development of projects and activities in five program areas: primary health care, acute and chronic disease control and surveillance, environmental health, human resources development, and support services.

The integration of the needs and requirements of women into ongoing health and development activities will necessitate certain actions. Among

these will be the development by PAHO of a coordinating mechanism to promote and monitor women's health and development activities conducted by the countries on a national, intercountry and regional basis. Countries of the Region will need to develop, promote and implement national policies, programs and activities to integrate women in health and development into emerging socioeconomic development policies. Attitudinal changes will have to be promoted within PAHO and its Member Countries through activities which will broaden understanding of the implications of women in health and development and which will include essential promotional activities in the action plans and strategies being developed to achieve the goal of health for all by the year 2000. Provisions for women will need to be made by PAHO and Member Governments within established infrastructures and budgets to support activities in women in health and development. Effective monitoring and evaluation systems must be established to measure the progress of women in health and development.

Annex

CD28/15 (Eng.)
ANNEX

WOMEN IN HEALTH AND DEVELOPMENT:
PROPOSED FIVE-YEAR REGIONAL PLAN OF ACTION

Revision, July 1981

I. INTRODUCTION

The health and development of women constitute vital concerns that govern the welfare of all society--not just women alone, but men, children, families, communities, nations and the world at large. Women experience unique health conditions and particular development patterns as the result of a complex of manifold generic and cultural factors. On the whole, that experience is characterized by discrimination and inequality, need and suffering. Sample facts demonstrate the point best:

- Women continue to experience high maternal mortality rates, which in the Americas reach an average of over 8 per 10,000 live births. The principal causes of these deaths are toxemia, hemorrhaging and infection.
- Women are suffering a high degree of mortality due to abortions performed under conditions which are not therapeutic or conducive to good health. Although induced and illegal abortions are difficult to measure, some data attributes 34 percent of maternal deaths in Latin America and the Caribbean to induced abortions^{1/}, while other sources quote as high as 50 percent.^{2/}
- Women suffer the devitalizing effects of anemia: in 10 countries of Latin America and the Caribbean, 22 to 63 percent of pregnant women suffer from this nutritional deficiency, and the prevalence affects non-pregnant women far greater than adult men.^{3/},^{4/}
- Women are particularly vulnerable to diabetes mellitus, one of the few diseases for which female mortality rates exceed those of the male in most countries of this Region.^{5/}
- Women 19 years old or younger give birth to 13 percent of children in Latin America, and of those births, 15 to 23 percent occur to teenagers less than 15 years old: the still growing, often unmarried child becomes the prime nurturer of a new generation, one that is disadvantaged from the onset.^{6/}
- Women in Latin American countries must many times walk distances of up to 5 kilometers to gain access to water, which burns up badly needed calories every day. Child care suffers, and portage of this heavy weight combined with multiple trips saps women of much needed energy, possibly causing permanent damage to their spines.
- Women in the less-advantaged socioeconomic strata suffer a 10 times greater risk of death from uterine cervical cancer than do those in

urban areas favored by higher living standards; and one-fourth of all cancer deaths in Latin America are attributable to this malignant neoplasm.^{7/}

- Women are increasingly being exposed to a number of occupational hazards and diseases, such as stress-related heart diseases, accidents related to the use of machinery and exposure to agricultural pesticides and toxic substances.^{8/}
- Women receive less formal education than men in Latin America and the Caribbean and represent a high percentage--60-80 percent--of the total illiterate population. At the opposite end of the spectrum, university-educated women, unlike their male counterparts, cluster in the fields of literature, fine arts, education and psychology; relatively few pursue the development-crucial disciplines of sciences, engineering and agriculture.
- Women make up half of the voting-age population, but only 3 percent sit in legislatures and even less in executive bodies in Latin America. Those involved in politics and government often perform sex-linked, feminine stereotyped tasks in traditionally-oriented ministries, usually far removed from concern with socioeconomic development and change. In most Third World countries, women are virtually absent from campaigns for socioeconomic development and basic reforms--reforms that are destined to affect their lives directly.

It is important to recognize the impact of factors and conditions which influence the status of women's health, in order to define and prevent situations where they are most at risk. As more sex-specific data becomes available, it will also be easier to identify the incidence of sexually-transmitted diseases in pregnant women, occupational risks, mental health problems and health complications due to beatings and rapes.

II. PAHO/WHO COMMITMENT TO WOMEN IN HEALTH AND DEVELOPMENT

This urgent need to improve the situation of women in health and development has been repeatedly recognized in recent years by the countries of the world, and particular focus was given to this area by the declaration of the period between 1976 and 1985 as the UN Decade for Women.

The World Program of Action for the second half of the UN Decade for Women (document A/CONF.94.34) (see Annex 1), mandates Member Governments to focus their activities for the alleviation of these problems in

the sectors of employment, education and health. The promotion of this interrelated approach to an individual's health and other conditions reflects the primary health care strategy, to which all the governments of the world subscribed at the Alma Ata Conference (1978).

The strategies being developed and implemented by the countries of the Region of the Americas to reach the goal of health for all by the year 2,000 are based on an even broader recognition of the interdependence between health and other aspects of development. The urgent need to improve the situation of women in health and development and to integrate activities which will promote that end into the plans of action being developed to provide health for all in the year 2000, have been repeatedly recognized in recent years by the Governing Bodies of the Pan American Health Organization (see Annex 2). In Resolution XVII of the XXVII meeting of the PAHO Directing Council (1980, see Annex 3), the PAHO Governing Bodies echoed the directives of the United Nations on women in health and development by recommending the utilization of:

at the regional level, the Organization's technical expertise to:

- improve the overall health of women and enhance their role in health and community development;
- enhance the role of women as providers of health services;
- increase the participation of women in planning and administration of health services;

at the national level, efforts by Member Governments to:

- improve the health status of women;
- recognize and capitalize on the role women can play and are playing in self-care and community development;
- enhance the role of women in providing health services;
- increase the number of women in decision-making roles at all levels;
- achieve equity between the sexes in society.

and, within the Pan American Sanitary Bureau (PASB), extend efforts to:

- improve the status of PASB women staff members, through active recruitment and promotion of qualified women in technical and senior management posts.

- develop and support a "focal point" at the highest level of the Bureau, to integrate the role of women in the formulation and implementation of health programs and to coordinate efforts of the PASB with the United Nations and inter-American organizations.

III. SCOPE AND FRAMEWORK OF THE FIVE-YEAR REGIONAL PLAN OF ACTION

The activities proposed in this five-year regional plan for women in health and development (pp. 8-19) reflect the recommendations of the XXVII Meeting of the PAHO Directing Council (1980) and of the United Nations Decade for Women World Program of Action. The special Subcommittee on Women in Health and Development of the PAHO Executive Committee, as called for in Resolution XVII, met on 14-19 January 1981 to develop the attached draft Five-Year Regional Plan of Action. This special Subcommittee took into account the suggestions proposed by the technical staff of the Secretariat. The plan was then circulated to all Member Governments and PASB Offices and Centers. Responses and valuable contributions were received from 8 countries in addition to those on the Subcommittee and 11 PASB Offices. Additional comments were contributed by the Delegates and Observers to the LXXXVI meeting of the Executive Committee. The plan has been modified to incorporate the changes suggested from all these sources. As called for in the above mentioned Resolution, the special Subcommittee of the Executive Committee will continue to monitor the progress of the Five-Year Regional Plan of Action and the achievement of the goals of the United Nations Decade on Women, the mechanism for which is described in point 1.4 (page 10) of the Five-Year Regional Plan of Action. To facilitate this monitoring process, the special Subcommittee called for the "focal point" on women in health and development within the PASB to submit to it progress reports twice a year, and for the special Subcommittee to meet at least once a year.

It should be emphasized that it is not recommended that programs focused solely on women be developed. Rather, existing and newly formulated health and development programs must incorporate the peculiar needs and requirements of women into their ongoing activities. The full participation of women as active and decision-making agents in the process of development requires that they should be given adequate and equitable access to health. At the same time, women's health depends on women's development. The approach to women's health, therefore, must be comprehensive, dynamic and sensitive to the changes in a woman's needs throughout her life cycle, to changes in women's roles both within and outside the family, and to socioeconomic changes in society. The interrelatedness and systemic roots of women's health conditions are now better understood. Although women generally face the same health problems as men, they suffer from a great many additional risks due to their lower socioeconomic status, cultural conditioning which relegates women to secondary positions

vis-a-vis basic resources, and the extra physical demands of menstruation, pregnancy and lactation. Furthermore, as more women and adolescents enter the work force, not only do they carry an increasingly heavy burden in maintaining the family while working outside, but also their socioeconomic and health conditions increase as crucial determinants of the prospects of development. Considering this added toll and many additional threats placed on the health of women due to the process of development, the definition of women's health status based exclusively on indicators of reproductive health is, although very real, increasingly incomplete and possibly misleading.

It must be recognized that the Region of the Americas has characteristics quite different from those of other UN regions of the world, and therefore the plan of action developed for the second half of the UN Decade for Women should be tailored accordingly. There is a great wealth of resources in this Region upon which programs should capitalize. Additionally, there is an increasing migratory shift of the population from rural to urban centers, increasing the percentage of families living in urban and periurban areas. This shift necessitates an even more urgent need to educate the migratory population as to how to enter the urban and periurban health care system. While the proportion of families living in rural areas is diminishing, the total number of people continues to increase, indicating the accelerated need to increase the support and information systems (housing, primary health care, health education) which will ensure that rural women will maintain a certain quality of life.

Given this increasingly pressing need to develop, integrate and carry out ongoing activities which will promote the role of women in health and development, mechanisms must be established and implemented which will provide for the inclusion of the special needs of women in all appropriate budget and programming activities at the regional, national and Secretariat levels. Therefore, it is important within the Secretariat that this mechanism be established at a level and in a capacity which will permit the ability to function broadly across all Divisional lines and program areas of the Organization, and to participate in programming and budgeting decisions crucial to the implementation, monitoring and evaluation of the goals for women. Further details of this process are described in point 1.3 (page 9) of the Five-Year Regional Plan of Action. The special Subcommittee of the Executive Committee, in order to facilitate the coordination process, proposed in point 1.3 the establishment of a coordinating mechanism for women in health and development, under the supervision of the Director, and that each PASB Division submit progress reports twice a year to the Director on this Five-Year Plan.

IV. GOALS AND STRATEGIC COMPONENTS OF THE FIVE-YEAR REGIONAL PLAN OF ACTION

The main goal of the PAHO Five-Year Regional Plan of Action is to provide guidelines and mechanisms whereby the Organization, the PASB and

the Member Governments can successfully integrate the women in health and development activities proposed by the UN World Program of Action into ongoing and new health and development programs in the Region.

A second goal is to help improve the physical and mental health of all peoples in the Region, ensuring that special attention is given to the particular health needs of girls, adolescents and women as a necessary aspect of overall socioeconomic development.

A third goal is to contribute to the attainment of health for all by the year 2000, by buttressing the primary health care approach with complementary strategies focused on women in health and development.

A fourth goal is to increase the awareness of policymakers, administrators and health care providers of the underlying sex role behaviors and stereotypes that permeate the basic development process at the family, community and national levels, with a view to formulating more integrated attitudes and approaches towards appropriate utilization of all available human resources, regardless of sex.

Strategic Components in the Development of Activities

1. Strengthening and utilization of institutional capabilities within the Pan American Sanitary Bureau to support technical cooperation, training and advisory services for women in health and development, to increase the focus on and involvement of women in program areas, and to establish a system of promotion, monitoring and evaluation of women in health and development activities.
2. Promotion at the national level and carrying out at the regional level of research, data gathering and analysis, in order to adequately define and identify problems and issues related to women in health and development.
3. Promotion and dissemination of information on current and appropriate programs and activities in the Region, which will support the development and enhancement of projects to improve women's health status and conditions.
4. Development of projects and activities in five program areas:
 - Primary health care, with an emphasis on health education and community participation; maternal and child health/family planning, and food and nutrition.
 - Acute and chronic disease control and surveillance, including immunizations and diarrheal disease control.

- Environmental and occupational health, with an emphasis on water supply, sanitation and the promotion of safe and healthy working conditions.
- Human resources development, including the participation of men and women in the improvement of women's opportunities to receive training in, and join all ranks of the health fields.
- Support services, including child care, appropriate technology for the home, and legislative changes which give consideration to women's productive and reproductive roles.

The present plan is an incremental one, suggesting priority program areas and priority population groups which can be the focus of projects and activities, and which can be intensified and expanded to other areas in a gradual manner over the course of five years and beyond. The specific activities are listed within the action area in chronological order. Many of them will begin simultaneously, and will continue throughout and beyond the UN Decade for Women. For this reason, most activities extend through 1985. In Annex V, a timetable has been established for the achievement of these activities. These goals have been set based upon the time and preparation required for each specific and related action, as well as to coincide with the activities and goals established for the global (EB68/6 Rev. 1, 29 May 1981) and regional (CE86/28, 20 May 1981) Plans of Action for implementing strategies to reach the Goal of Health for All by the Year 2000. The Five-Year Plan allows for a period of institutional development, including securing extrabudgetary funds, as well as for the immediate implementation of projects and activities that require neither or very little of the above. It provides for regular and periodic review and annual evaluation exercises at the regional level, in order to appraise the work done and the goals met, and to redirect the course and modify the emphasis of the remainder of the Five-Year Plan, if that should prove necessary.

V. PROPOSED FIVE-YEAR REGIONAL PLAN OF ACTION (1981-1985)

1. Strengthening and utilization of institutional capabilities of the PASB

AREA OF ACTION	PROPOSED DATES/DURATION	RESPONSIBILITY	SPECIFIC ACTIVITIES	SUGGESTED INDICATORS
1.1 Utilize PAHO's regular program to develop women in health and development activities.	1981-1982	. PASB staff	1.1.1 Review within each PASB Division, country office and Center, the current work plans and identify women in health and development activities to include in ongoing technical programs.	. Evidence of the development of women in health and development activities within PASB programs.
	1981-1985	. PASB staff . Ministries in countries	1.1.2 Identify countries receptive to testing out model activities and programs for women in health and development.	
	1981-1985	. PASB staff . Short-Term Consultants . Country personnel	1.1.3 Prepare project protocols and proposals to address the needs of specific groups of women, such as the work site (see Annex 4).	. Development of protocols and projects addressing needs of specific target groups in various receptive countries.
	1981-1985	. Member Governments . PASB technical divisions . Country offices and Centers	1.1.4 Develop proposals for extra-budgetary funds to increase the number and type of women in health and development activities within the PASB Regional Plan of Action.	. Funding obtained for various projects and activities.
	1982-1985	. PASB technical divisions . Country offices and Centers	1.1.5 Provide needed extra funds within each PASB Division, country office or Center's regular budget for activities related to women in health and development.	. Evidence of budget and program allocations.
	1982-1985	. PASB technical divisions . Country offices	1.1.6 Select appropriate individuals from countries for PASB fellowships and seminars to increase the role of and focus on women within the health field.	. Number of women selected for fellowships and seminars.
	1982-1985	. Member Governments . PASB	1.1.7 Employ and utilize these individuals in appropriate positions after being trained.	. Number of women utilized in various levels of responsibility.
1.2 Increase the focus on and involvement of women in program areas.	1981-1985	. D . PASB - WRDG*	1.2.1 Promote orientation and attitudinal changes of PASB staff through the holding of seminars and discussions on issues related to women in health and development.	. Numbers and types of individuals participating in seminars and discussions.

*Women's Resource and Development Group

1. Strengthening and Utilization of Institutional Capabilities of the PASB

AREA OF ACTION	PROPOSED DATES/DURATION	RESPONSIBILITY	SPECIFIC ACTIVITIES	SUGGESTED INDICATORS
1.3 Develop a coordinating mechanism to integrate the promotion and monitoring of health and development activities into all appropriate programs.	1981-1985	. D . PASB Personnel Office	1.2.2 Expand recruitment policies and practices to increase the number of women employed by the PASB in technical, professional and senior management capacities; include more women in the PASB selection process; give wider dissemination to jobs available; and urge Member Governments to increase the number of women on national delegations to PASB meetings and as candidates for fellowships and travel grants.	. Demonstrated changes in policies and practices. . Changes in the numbers of women employed by the PASB on all levels of responsibility.
	1982-1983	. Short-Term Consultants . PASB staff	1.2.3 Utilize expert consultants to orient technical staff in the identification and development of activities within existing programs and within the PASB offices and Centers, in areas that require special consideration for women.	. Development of ongoing activities and programs.
	1981	. D . PASB technical division representatives	1.3.1 Establish a coordinating mechanism under the D to work with each Division, coordinate workgroup meetings and represent the D in matters relating to women in health and development.	. Effectiveness of mechanism in coordinating existing activities and generating new ones for women in health and development.
	1981		1.3.2 Designate in each PASB Division an individual responsible for coordinating and monitoring all Divisional activities related to women.	
	1982	. PASB Country and Area offices	1.3.3 Establish a PAHO coordinating mechanism at Country and Area levels to integrate technical cooperation related to women in health and development into all appropriate programs and projects.	
	1982-1985	. PASB technical division representatives	1.3.4 Conduct workgroup meetings of all Divisional representatives, under the supervision of the D's Office, to coordinate and follow-up on technical activities related to women in health and development.	
	1982-1985	. PASB technical divisions	1.3.5 Submit reports twice a year from each PASB Division to the D, documenting the progress toward reaching specified objectives in the Five-Year Regional Plan of Action.	. Degree of promotion and monitoring of activities in accordance with proposed plans and objectives.

1. Strengthening and Utilization of Institutional Capabilities of the PASB

AREA OF ACTION	PROPOSED DATES/DURATION	RESPONSIBILITY	SPECIFIC ACTIVITIES	SUGGESTED INDICATORS
1.4 Monitor, through the special Subcommittee of the Executive Committee on Women in Health and Development, the progress of the implementation of the Five-Year Regional Plan of Action and the achievement of the goals of the UN Decade.	1982-1985	. D	1.4.1 Send annual progress reports and a work plan for the upcoming year from the D to the special Subcommittee.	. Demonstrated progress in program development in line with the goals established for the UN Decade.
	1982-1985	. Special Subcommittee of the Executive Committee on Women in Health and Development . PASB technical division representatives	1.4.2 Convene meetings, when necessary, of the special Subcommittee on Women in Health and Development of the PAHO Executive Committee.	. Fulfillment of objectives, activities and programs as specified in the Five-Year Plan of Action.
	1982-1985	. D	1.4.3 Include in the Director's Annual Report, information on the progress achieved in areas related to women in health and development for presentation to the Directing Council, and present a report on the progress towards achieving the goals of the UN Decade to the XXX Meeting of the Directing Council (1985).	

2. Research and Analysis of Women's Health Problems

AREA OF ACTION	PROPOSED DATES/DURATION	RESPONSIBILITY	SPECIFIC ACTIVITIES	SUGGESTED INDICATORS
2.1 Identify the main health problems and changes in the Region which particularly relate to women.	1982	. Health Ministries . Statistical offices . PASB	2.1.1 Create and disseminate simple but reliable statistical measures and indicators of women's health status.	. Development, dissemination, utilization and demonstration of accuracy of indicators.
	1982-1985		2.1.2 Train and include community personnel in the collection of data and the monitoring of health status.	. Evidence and quality of community involvement in data collection and monitoring.
	1983-1985		2.1.3 Improve data gathering systems to collect, interpret and continue monitoring health data aggregated by sex.	. Changes in data-gathering systems.
	1983-1985		2.1.4 Supplement nationally gathered health data with that from other sources, such as national employment and labor force surveys, data from national statistics offices, the World Bank's multiple household surveys, and data gathered by other bilateral and international agencies.	. Integration of various types of data to reflect the health and development status of women.
2.2 Explore new areas related to women's health to better understand morbidity patterns.	1982-1985	. Health Ministries . PASB	2.2.1 Formulate concrete operational research projects dealing with the health needs of specific groups (see Annex IV).	. Applicability and usefulness of data to redefining the health needs of women.
	1982-1985	. Health Ministries . PASB	2.2.2 Review current biomedical and health services research and technologies to determine their relevance to women's health needs.	. Application of reliable and relevant findings and technologies to women in health and development programs.
	1983-1985		2.2.3 Redefine the health needs and priority issues of women's health based upon updated and reliable data.	. Evidence of periodic publications of appropriate operational research.
	1983-1985		2.2.4 Publish and disseminate results of research to increase understanding and awareness of women's health problems leading to resolutions and activities to improve the situation.	

3. Promotion and dissemination of information

AREA OF ACTION	PROPOSED DATES/DURATION	RESPONSIBILITY	SPECIFIC ACTIVITIES	SUGGESTED INDICATORS
3.1 Develop mechanisms to exchange information on women in health and development among PASB Headquarters and Country Offices, Centers and national personnel	1981-1985	<ul style="list-style-type: none"> . PASB . Other organizations of the inter-American and U.N. Systems . Other appropriate organizations and groups 	3.1.1 Establish links with other organizations and groups conducting activities in women in health and development to exchange information and to develop joint programming which will avoid duplication of efforts and effectively utilize available resources.	<ul style="list-style-type: none"> . Number of links established with other organizations and groups. . Number, type and extent of joint planning and implementation of activities.
	1982-1983	<ul style="list-style-type: none"> . Country personnel . PASB Headquarters, Country and Center staff 	3.1.2 Identify in each country a focal point for women in health and development to coordinate activities related to this area and to establish an information system through which to channel data about existing and planned women in health and development activities.	<ul style="list-style-type: none"> . Evidence of a defined information system. . Extent of availability of information on activities.
	1982-1985	<ul style="list-style-type: none"> . PASB 	3.1.3 Utilize established PASB information channels and procedures to enhance the exchange of information on activities, models and programs related to women in health and development; for example, through PASB newsletters and publications, subregional or regional PASB meetings on other topics, and travelling fellowships to observe innovative and appropriate programs in various countries.	<ul style="list-style-type: none"> . Evidence of inclusion of information on women in health and development in publications and activities.

4. Program Development

AREA OF ACTION	PROPOSED DATES/DURATION	RESPONSIBILITY	SPECIFIC ACTIVITIES	SUGGESTED INDICATORS
4.1 Primary health care A. Develop health education and community participation activities that will promote the involvement of women and the consideration of women's health care and disease prevention programs.	1982-1985	<ul style="list-style-type: none"> . Pertinent national ministries and offices . PASB technical cooperation . External funding agencies 	4.1.1 Design and disseminate adult learning packages that include: functional literacy for productive activity; emphasis on and recognition of the role women play in the health and development process; maternal, child and family health; nutrition; sanitation; disease control and prevention; techniques of community organization; and teaching techniques so parents can more effectively carry out their roles as health educators.	<ul style="list-style-type: none"> . Degree of dissemination, utilization and effectiveness of teaching packages. . Appropriateness of techniques and content to various countries and problems.
	1982-1985	<ul style="list-style-type: none"> . Ministries of Health and Education 	4.1.2 Integrate information on disease prevention and control into formal and nonformal education systems, as well as into other established systems in which women and future parents participate regularly through participatory education practices.	<ul style="list-style-type: none"> . Evidence of inclusion of health education information and activities.
	1982-1985	<ul style="list-style-type: none"> . Health Ministries . PASB technical cooperation 	4.1.3 Develop and improve health education programs and community development models to utilize essential primary health care community members, many of whom are women, such as community health workers, elderly women, traditional medical practitioners, healers and birth attendants, and develop non-formal educational programs and materials.	<ul style="list-style-type: none"> . Numbers of programs established and people trained. . Numbers of women involved in new types of primary health care activities.
	1982-1985	<ul style="list-style-type: none"> . National and international training centers . PASB technical cooperation 	4.1.4 Develop and improve training programs for personnel working in health and development programs to include techniques of health education and community participation, and promote positive traditional health practices and appropriate technologies that will increase women's participation in self care.	<ul style="list-style-type: none"> . Number of programs which incorporate health education and community participation techniques and traditional health practices. . Number of individuals trained in these techniques and practices. . Extent to which these techniques and practices are utilized by trained personnel.

4. Program Development

AREA OF ACTION	PROPOSED DATES/DURATION	RESPONSIBILITY	SPECIFIC ACTIVITIES	SUGGESTED INDICATORS
4.1 (continued) A.	1982-1985	<ul style="list-style-type: none"> Ministries of Health and Education PASB technical cooperation 	4.1.5 Develop and disseminate prototypes for effective and appropriate audiovisual materials, maximizing the use of national and community resources and orientation. These materials should include an effort to change the image of women and male/female attitudes towards women's roles.	<ul style="list-style-type: none"> Extent of development and dispersion of audiovisual materials. Appropriateness of materials to national and local conditions.
	1982-1985	<ul style="list-style-type: none"> Pertinent national ministries and offices PASB technical cooperation 	4.1.6 Develop and implement mechanisms to progressively involve the community, particularly women, in the identification of needs, priorities and resources; the planning of health services; the recruitment and development of resources (human and material); the implementation and administration of health services; the formation of joint community-health system teams or groups; and the evaluation, supervision, follow-up and control of health services delivery. Incorporate women's organizations in the promotion of these activities.	<ul style="list-style-type: none"> Demonstration of increased involvement of women and consideration of women's issues.
	1982-1985	<ul style="list-style-type: none"> Member Governments PASB technical cooperation 	4.1.7 Develop guidelines to review and modify national policies and legislation to provide integrated family health care and promotion of self care.	<ul style="list-style-type: none"> Evidence of supportive policies and legislation
B. Promote activities with special emphasis on maternal and child health and family planning including women as providers, promoters and utilizers of health care and preventive services.	1981-1985	<ul style="list-style-type: none"> Member Governments PASB technical cooperation 	4.1.1 Design and implement programs for continuous care and education of the mother during pregnancy, delivery and postnatal periods by trained health personnel.	<ul style="list-style-type: none"> Evidence of program implementation and efficacy. Percentage of women using pre/postnatal services. Percentage of deliveries attended by health workers within and outside institutions.
	1981-1985	<ul style="list-style-type: none"> Member Governments PASB technical cooperation 	4.1.2 Develop appropriate mechanisms for early detection and treatment of female specific cancers through integration of nationally planned cancer screening programs into existing health programs and through dissemination and utilization of the latest pertinent manuals and research.	<ul style="list-style-type: none"> Degree of incorporation of mechanisms. Utilization of manuals and research in program implementation.

4. Program Development

AREA OF ACTION	PROPOSED DATES/DURATION	RESPONSIBILITY	SPECIFIC ACTIVITIES	SUGGESTED INDICATORS
4.1 (continued) B.	1981-1985	. Member Governments . PASB technical cooperation	4.1.3 Promote self breast examinations among women, particularly those over the age of 45, and routine pelvic examinations from the onset of sexual activity.	. Incidence of self-identification in female-specific cancers.
	1982-1985	. PASB technical cooperation	4.1.4 Disseminate information on the latest technical advances in female-related cancers to personnel throughout the Region.	. Degree of dissemination of the information.
	1982-1985	. Member Governments . PASB technical cooperation	4.1.5 Incorporate into the health care of adolescents counseling on sexual growth and development, sexually-transmitted diseases and family life and family planning, in accordance with the policy of the national government, and provide counseling and health services on the problems of orphans.	. Existence and efficacy of counseling services.
	1982-1985	. Member Governments . PASB technical divisions	4.1.6 Develop model programs for early childhood stimulation to prevent sociocultural deprivation, and appropriate mechanisms for identification and care of high-risk mothers and children, so as to promote their normal physical, mental and social development.	. Dispersion and utilization of models and detection mechanisms. . Efficacy of models in prevention and care.
	1982-1985	. Member Governments . National and international medical training institutions . PASB technical cooperation	4.1.7 Include in the training of general practitioners basic diagnostic and crisis intervention treatment techniques for problems resulting from covert depression, especially in women, such as alcohol and drug dependency, suicide and psychological problems resulting from changing roles of women due to urbanization and industrialization.	. Evidence of curriculum changes. . Changes in use of crisis intervention techniques. . Changes in depression and stress related morbidity and mortality.
C. Implement policies and activities that will improve the nutritional status of women and children.	1982-1985	. Member Governments . PASB technical cooperation	4.1.1 Develop programs to improve the quality, availability, preparation, preservation, handling, national use and distribution of food, especially that grown locally. Provisions should be made to ensure an adequate supply of iron, iodine and other vitamins and minerals essential to female health and normal fetal development.	. Changes in indicators of food-borne or associated infirmities. . Changes in availability and consumption of certain necessary and locally available foods. . Observed changes in food handling practices.

4. Program Development

AREA OF ACTION	PROPOSED DATES/DURATION	RESPONSIBILITY	SPECIFIC ACTIVITIES	SUGGESTED INDICATORS
4.1 (continued) C.	1981-1985	. Member Governments	4.1.2 Conduct education activities that include information on nutrition during pregnancy, breastfeeding and appropriate infant and child feeding practices.	. Number of educational activities conducted. . Numbers of people participating in educational activities. . Changes in food practices.
	1981-1985	. Member Governments . International organizations . PASB technical cooperation	4.1.3 Provide supplementary feeding programs for pregnant and lactating women and children in need, combined with educational and agricultural activities.	. Number of programs conducted . Number of participants in programs. . Changes in nutritional status.
	1982-1985	. Member Governments	4.1.4 Develop or improve national food and nutrition policies to accommodate the needs of women, by passing legislation based on researched needs of women, particularly pregnant, lactating and working women, and children, of all socioeconomic levels.	. Demonstrated changes in nutrition related policies and legislation. . Changes in nutritional status and consumption patterns of target populations.
4.2 Acute and chronic disease control and surveillance.	1981-1985	. Member Governments . PASB	4.2.1 Prevent acute and chronic diseases through provision of essential information, especially to mothers and women's groups working in the community, about the need for and access to childhood immunizations for prevalent diseases and on the control of communicable and female-oriented diseases and illnesses with discrete manifestations in women, such as sexually-transmitted and pelvic inflammatory diseases.	. Changes in numbers of children immunized. . Changes in practices related to the prevention and treatment of communicable diseases. . Changes in morbidity and mortality rates associated with communicable diseases.
	1981-1985	. Member Governments . PASB technical cooperation	4.2.2 Involve community members, particularly women, in disease control and surveillance through the design and maintenance of simple disease surveillance systems of the most common acute and chronic communicable diseases.	. Establishment of appropriate epidemiological surveillance systems and evidence of changes in level of community participation in the reporting of symptoms and/or diseases.

4. Program Development

AREA OF ACTION	PROPOSED DATES/DURATION	RESPONSIBILITY	SPECIFIC ACTIVITIES	SUGGESTED INDICATORS
4.2 (continuation)			4.2.2 (continuation)	<ul style="list-style-type: none"> Changes in patterns of reporting morbidity and mortality data.
	1982-1985	<ul style="list-style-type: none"> Member Governments PASB technical cooperation 	4.2.3 Promote community participation in the treatment of prevalent diseases, such as diarrheal disease, through the development and utilization of simple educational materials that will explain symptoms and appropriate control mechanisms, such as oral rehydration techniques, making particular use of radio and other mass media.	<ul style="list-style-type: none"> Demonstrated use of control mechanisms, such as oral rehydration techniques Changes, such as level of diarrhea and associated morbidity and mortality.
	1982-1985	<ul style="list-style-type: none"> Member Governments PASB technical cooperation 	4.2.4 Focus hospital-acquired infection control efforts on those areas which will specifically affect women, for example, increased risks during pre- and postpartum periods.	<ul style="list-style-type: none"> Changes in hospital-associated pre- and postpartum infections Increased participation of women health professionals, such as the nurse epidemiologist, in risk reduction.
4.3 Environmental health	1981-1985	<ul style="list-style-type: none"> Member Governments PASB 	4.3.1 Prepare and test model environmental health education activities dealing with development and preservation of safe water supply, excreta disposal and food sanitation.	<ul style="list-style-type: none"> Efficacy of educational activities in promoting interest and participation in environmental concerns.
A. Maximize the input of women in water supply and sanitation projects.	1981-1985	<ul style="list-style-type: none"> Member Governments PASB 	4.3.2 Develop and test model primary health care and rural sanitation projects in various countries that will work with available human and material resources in the community, particularly women's groups.	<ul style="list-style-type: none"> Changes in indicators of environmentally related morbidity.
	1982-1985	<ul style="list-style-type: none"> Member Governments 	4.3.3 Establish rural and periurban training programs to prepare local women to actively participate in planning, implementing and applying technology for water supply projects.	<ul style="list-style-type: none"> Evidence of community environmental protection projects such as safe water supply and excreta disposal systems. Changes in orientation of water supply projects to include local participation.

4. Program Development

AREA OF ACTION	PROPOSED DATES/DURATION	RESPONSIBILITY	SPECIFIC ACTIVITIES	SUGGESTED INDICATORS
4.3 Implement activities to B. improve the occupational health of women.	1982-1985	. Member Governments . PASB	4.3.1 Conduct research on industries employing women workers: tasks assigned, risks to women's health, occupation-related health problems and effective preventive and curative measures.	. Applicability and utilization of data for development of occupational health programs. . Changes in occupation-related morbidity patterns.
	1983-1985	. Member Governments	4.3.2 Develop preventive occupational health programs based on research results.	. Evidence of established programs.
4.4 Human resources development. Increase women's ability and opportunity to participate in preventive health care activities.	1981-1985	. Member Governments . National and international training institutions . PASB	4.4.1 Increase opportunities for women to participate in the formal health care system through fellowships and official policies to increase access to training and job opportunities in medical and health-related professions.	. Changes in the numbers of women entering the various health care professions.
	1981-1985	. Member Governments . National and international training institutions . PASB	4.4.2 Broaden the definition of traditional health roles to include women in many new primary health care functions, such as expanding the role of nursing.	. Changes in the roles of health care workers.
	1981-1985	. Member Governments . National and international training centers . PASB	4.4.3 Increase the participation of communities in primary health care efforts by incorporating simple health education and community participation techniques into the training of health personnel.	. Development of health activities initiated by joint community-formal health system personnel. . Numbers of promotional activities conducted. . Numbers of community members participating.
	1981-1985	. Member Governments	4.4.4 Prepare future generations for active participation in the health and development process, by introducing young and preschool children to basic health information. Integrate into primary and secondary schools basic health information as well as information about health careers.	. Changes in health behaviors. . Changes in interest in entering the health profession.

4. Program Development

AREA OF ACTION	PROPOSED DATES/DURATION	RESPONSIBILITY	SPECIFIC ACTIVITIES	SUGGESTED INDICATORS
4.5 Support services. Develop appropriate support services for women's problems resulting from migratory and urbanization patterns.	1982-1985	. Member Governments	4.5.1 Conduct research to identify the social and administrative changes needed in the work place to provide for the needs of working mothers, such as changes in policies affecting maternity leave, accommodations for breastfeeding, and social security eligibility.	. Applicability of research findings to the real needs of working women. . Changes in employer policies to accommodate the needs of working mothers.
	1982-1985	. Member Governments	4.5.2 Adjust the provision of health services to respond to health needs of working women to consider their logistical availability and that of infants and preschool children.	. Demonstrated changes in protocols and availability of health services.
	1982-1985	. Member Governments	4.5.3 Expand the provision of worksite health services to include the special needs of women particularly female-specific health problems and psychosocial disorders associated with changing roles of women.	. Availability of health services adequate for women's needs.
	1982-1985	. Member Governments	4.5.4 Make health services available to women working in unregulated sectors of the economy, such as domestics and prostitutes, and to widowed, disabled and elderly women.	. Evidence of availability of services and utilization by this target group.
	1982-1985	. Member Governments . PASB	4.5.5 Promote legislation and regulations that will support the identified changes needed, such as child care centers and breastfeeding facilities	. Evidence of legislation and facilities.
	1982-1985	. Member Governments	4.5.6 Establish continuous availability of health services to the increasing number of nurseries and child care centers being developed to serve working women.	. Evidence of accessible services.

VI. CONCLUSIONS AND IMPLICATIONS

Successful implementation of recommendations for the second half of the UN Decade for Women will necessitate integrated program development to incorporate the particular needs and requirements of women into ongoing health and development activities. This integration carries with it the following implications:

- the PASB must develop a coordinating mechanism to integrate the promotion and monitoring of health and development activities into all appropriate programs on a national, inter-country and regional basis;
- countries of the Region must develop and implement national policies which will successfully integrate women in health and development into its emerging socioeconomic development policies;
- attitudinal changes will be need to be promoted with country and PASB staff to understand the broader implications of Women in Health and Development, within the context of Health for All by the Year 2000;
- Member Governments and the PASB will need to make provisions for women in health and development within their established infrastructures and budgets;
- effective monitoring and evaluation systems must be established to measure success in overcoming inhibiting factors to the advancement of women in health and development over the next five years.

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**PROGRAMME OF ACTION FOR THE SECOND HALF OF THE UNITED NATIONS
DECADE FOR WOMEN: EQUALITY, DEVELOPMENT AND PEACE***

Part of future chapter I of the report of the Conference
to the General Assembly at its thirty-fifth session

* The Programme of Action was adopted by the World Conference of the United Nations Decade for Women at Copenhagen at its twenty-first (closing) plenary meeting on 30 July 1980 by a roll-call vote of 94 to 4, with 22 abstentions.

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The definitive version of the Programme will be included in the report of the Conference to the Assembly at its thirty-fifth session (future document A/CONF.94/35). Full particulars of votes on specific provisions of the Programme as well as statements made in explanation of vote and reservations will be given in the Conference' report to the General Assembly, which will also include an account of proceedings in the plenary Conference and its Committees, the text of resolutions adopted by the Conference, a list of documents before the Conference, and other relevant matter.

PROGRAMME OF ACTION FOR THE SECOND HALF OF THE UNITED NATIONS
DECADE FOR WOMEN: EQUALITY, DEVELOPMENT AND PEACE

Part One: Background and framework

INTRODUCTION

A. Legislative mandates

1. The mandates for the Programme of Action for the Second Half of the United Nations Decade for Women: Equality, Development and Peace are as follows:

(a) General Assembly resolution 3520 (XXX) of 15 December 1975, in which the Assembly decided that in 1980, at the mid-point of the Decade, a world conference would be convened to review and evaluate progress made in implementing the recommendations of the World Conference of the International Women's Year, held in 1975, and to readjust programmes for the second half of the Decade in the light of new data and research;

(b) Economic and Social Council resolution 2062 (LXII) of 12 May 1977, in which the Council requested the Secretary-General to prepare for the consideration of the Commission on the Status of Women, at its twenty-eighth session, a report outlining a programme of concrete action for the second half of the United Nations Decade for Women: Equality, Development and Peace;

(c) General Assembly resolution 33/185 of 29 January 1979, in which the Assembly decided upon the subtheme, "Employment, Health and Education", for the World Conference and recommended that the Conference should place emphasis on elaborating action-oriented plans for integrating women into the developmental process, particularly by promoting economic activities and employment opportunities on an equal footing with men, through, inter alia, the provision of adequate health and educational facilities;

(d) General Assembly resolution 33/191 of 29 January 1979 by which it was decided that the World Conference of the United Nations Decade for Women: Equality, Development and Peace would be held in Copenhagen.

B. Objectives of the United Nations Decade for Women: Equality, Development and Peace

2. In 1975, International Women's Year, a World Conference was held in Mexico City which adopted the World Plan of Action for the United Nations Decade for Women: Equality, Development and Peace, 1976-1985, and the Declaration on the Equality of Women and their Contribution to Development and Peace. The principles and objectives proclaimed at the Mexico City Conference for the Decade for Women: Equality, Development and Peace are still relevant today and constitute the basis of action for the Decade. They were further reaffirmed by a number of United Nations regional,

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sectoral and international meetings as well as by the social and economic recommendations of the Conference of Non-Aligned and Developing Countries on the Role of Women in Development held in Baghdad in May 1979, which were endorsed by the sixth summit of Heads of State and Government of Non-Aligned Countries.

3. Equality is here interpreted as meaning not only legal equality, the elimination of de jure discrimination, but also equality of rights, responsibilities and opportunities for the participation of women in development, both as beneficiaries and as active agents. The issue of inequality as it affects the vast majority of women of the world is closely related to the problem of underdevelopment which exists mainly as a result of unjust international economic relations. The attainment of equality pre-supposes equality of access to resources and the power to participate equally and effectively in their allocation and in decision-making at various levels. Accordingly, it must be recognized that the attainment of equality by women long disadvantaged may demand compensatory activities to correct accumulated injustices. The joint responsibility of men and women for the welfare of the family in general and the care of their children in particular must be reaffirmed.

4. Development is here interpreted to mean total development, including development in the political, economic, social, cultural and other dimensions of human life as also the development of economic and other material resources and also the physical, moral, intellectual and cultural growth of the human person. The improvement of the status of women requires action at the national and local levels and within the family. It also requires a change in the attitudes and roles of both men and women. Women's development should not only be viewed as an issue in social development but must be seen as an essential component in every dimension of development. To improve the status of women and their role in the process of development, such development must be an integral part of the global project for the establishment of a New International Economic Order based on equity, sovereign equality, interdependence, common interest and co-operation among all States.

5. Without peace and stability there can be no development. Peace is thus a prerequisite to development. Moreover peace will not be lasting without development and the elimination of inequalities and discrimination at all levels. Equality of participation in the development of friendly relations and co-operation among States will contribute to the strengthening of peace, to the development of women themselves and to equality of rights at all levels and in all spheres of life, as well as to the struggle to eliminate imperialism, colonialism, neo-colonialism, zionism, racism, racial discrimination, apartheid, hegemonism, and foreign occupation, domination and oppression as well as full respect for the dignity of the peoples and their right to self-determination and independence without foreign interference or intervention and to promote guarantees of fundamental freedoms and human rights.

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C. Nature and scope of the Programme of Action

6. In compliance with the mandates given above, the present Programme of Action has been drawn up for the second half of the Decade, 1980-1985, to promote the attainment of the three objectives of equality, development and peace, with special emphasis on the subtheme - namely, employment, health and education as significant components of development taking into account that human resources cannot achieve their full potential without integrated socio-economic development. The Programme aims at strengthening comprehensive and effective strategies to obstacles and constraints on women's full and equal participation in development including actions to solve the problems of underdevelopment and of the socio-economic structure which places women in an inferior position and to increase their contribution to the strengthening of world peace.

7. The following Programme of Action, formulated at the mid-point of the Decade, recognizes that considerable efforts have been made by the majority of countries in furtherance of the objectives of the Decade, but that progress has been insufficient to bring about the desired quantitative or qualitative improvements in the status of women. On the assumption that the three main objectives of the Decade - Equality, Development and Peace - are closely interlinked with one another, the purpose of this Programme of Action is to refine and strengthen practical measures for advancing the status of women, and to ensure that women's concerns are taken into account in the formulation and implementation of the International Development Strategy for the Third United Nations Development Decade.

8. The present Programme focuses on ensuring women's increased participation in the realization of the objectives of the World Plan of Action. The recommendations seek to indicate the interrelated nature of actions that need to be taken simultaneously on several fronts such as those related to world economic issues for the International Development Strategies for the Third United Nations Development Decade and the implementation of the Programme of Action for the New International Economic Order thus elaborating the approach adopted in the World Plan of Action. In particular, the World Plan of Action gives high priority to improving the conditions of the most disadvantaged groups of women - especially the rural and urban poor and the vast group of women workers in the tertiary sector. This Programme gives high priority to improving the conditions of the most disadvantaged groups of women, particularly those disadvantaged because of socio-economic and historic conditions, with emphasis on rural and urban poor and on the subtheme: employment, education and health. An attempt has also been made to recommend practical measures to be incorporated in all aspects of the development of society.

9. Although the World Plan of Action for the Implementation of the Objectives of the International Women's Year 1/ already contains a comprehensive list of

1/ See Report of the World Conference on International Women's Year, Mexico City, 19 June-2 July 1975, United Nations publication, Sales No. E.76.IV.1, document E/CONF.66/34, chap. II, sect. A.

measures necessary to achieve those objectives, it is evident, and has been further borne out by the review of progress made over the past five years, that they cannot be achieved in such a short span of time and that periodic reviews are needed to strengthen the strategies and objectives of the Plan in line with major world developments. Therefore, the possibility of a second decade could be envisaged for the period 1985-1995. The recommendation to hold another conference in 1985 has already been made by two of the regional preparatory meetings - those of the Economic Commission for Western Asia (ECWA) and the Economic and Social Commission for Asia and the Pacific (ESCAP).

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I. HISTORICAL PERSPECTIVE

A. The roots of inequality of women: the problems of development and equality of participation of women and men in development

10. The causes of the inequality between women and men are directly linked with a complex historical process. They also derive from political, economic, social and cultural factors. The form in which this inequality manifests itself is as varied as the economic, social and cultural conditions of the world community.

11. Throughout history and in many societies women have been sharing similar experiences. One of the basic factors causing the unequal share of women in development relates to the division of labour between sexes. This division of labour has been justified on the basis of the childbearing function of women, which is inherent in womanhood. Consequently, the distribution of tasks and responsibilities of women and men in society have mainly restricted women to the domestic sphere and have unduly burdened them. This has led to women often being regarded and treated as inferior and unequal in their activities outside the domestic sphere and to a violation of their human rights. It has given them only limited access to resources and participation in all spheres of life, notably in decision-making, and has also resulted in many instances in institutionalized inequality in the status of women and men.

12. The inequality of women in most countries stems to a very large extent from mass poverty and general backwardness of the majority of the world's population caused by underdevelopment which is a product of imperialism, colonialism, neo-colonialism and also of unjust international economic relations. The unfavourable status of women is aggravated in many countries, developed and underdeveloped, by de facto discrimination on the grounds of sex. 1/

13. It can be argued that the predominant economic analyses of labour and capital insufficiently trace the linkages between production systems in world economics and women's work as producers and reproducers; nor is the subjection, exploitation, oppression and domination of women by men, sufficiently explained in history. Women are not simply discriminated against by the productive systems, but subject to the discrimination that arises by virtue of being the reproductive force.

14. While women's childbearing function and their traditional nurturing roles are respected, in many countries there has been little recognition of women's actual or potential contribution to economic activity. The role of women within the family combined with a high level of unemployment and under-employment of the population in general often results in priority being given to the employment of men in economic activities outside the family household.

15. These cumulative processes of discrimination within and outside the family characterize the dual oppression that women suffer on the basis of their sex and social class. Poverty and underdevelopment have sharpened and continue to sharpen these inequities.

1/ Which in a group of countries is called sexism.

16. The effects of these long-term cumulative processes of discrimination have been accentuated by under-development and are strikingly apparent in the present world profile of women: while they represent 50 per cent of the world adult population and one third of the official labour force, they perform for nearly two thirds of all working hours and receive only one tenth of the world income and own less than 1 per cent of world property.

B. Review of progress achieved in the first half
of the Decade: lessons for the future

17. The review and appraisal of progress achieved during the past five years indicates that the integration of women into development has been formally accepted by most Governments as a desirable planning objective. Many countries have made significant efforts, undertaken a number of activities and measures and established institutional and administrative mechanisms to integrate women in development.

18. The accomplishments of the first half of the Decade include sensitizing planners and decision-makers to women's needs and problems, conducting research and building a data base on women, and promoting legislation safeguarding women's rights. However, with the general exception of the countries with advanced social services, serious problems, such as inadequate financial allocation, lack of skilled personnel, and so on, continue to exist in many countries. This constraint is to a considerable extent - especially in developing countries - due to the general economic problems such as scarcity of resources and/or under-utilization of existing resources. In many cases it reflects the priority Governments accord to issues concerning women. Another major constraint facing such mechanisms is their limited mandates. Thus, several existing mechanisms do not have strong executive and implementing authority. Similarly, the terms of reference given to such mechanisms tend to restrict them to welfare activities traditionally associated with women and thereby reinforcing stereotyping of women's roles and attitudinal prejudices. The sensitizing task of these special mechanisms has, as yet, insufficiently resulted in an actual integration into policy planning and implementation by Governments and international organizations, of the question of sharing between the sexes of all responsibilities.

19. The review of legislative enactments and provisions reveals that a significant number of Governments reported new constitutional and legislative provisions which guarantee or promote equal rights of women and men. However, legislative provisions are not always matched by adequate enforcement measures and machinery. In many countries specific measures have been taken to redress past discrimination and to promote equal opportunities for women, especially in the fields of education and employment.

20. In the developed market-economy countries significant progress has been made in establishing national machineries, while achievements in the subtheme areas of education, health and employment are impressive. In many countries, new legislation has ensured the legal rights of women in social, economic and political aspects of national life. The percentage of women in positions of policy formulation has increased significantly. Women have joined the labour

force in increasing numbers; enrolments have achieved parity in secondary, university and graduate education in many nations, and expansion of primary health care has reached most rural areas of the various market-economy countries. Current studies on work of comparable value, occupational segregation and valuation of household work are positive signs of further progress in the second half of the Decade. Acknowledgement of the double burden has enabled women and men to move forward to challenge existing stereotypes and to develop social programmes aimed at effecting full equality of women and men.

21. In the developing countries, despite their resource constraints and the adverse effect of the world economic structure and the world economic situation, initiatives have been taken for integrating women into development, including the establishment of national machineries and legislative enactments and efforts to overcome prejudices against women. The economic contribution of rural women to agriculture and national development is increasingly being recognized in national and rural development plans and policies. Research and studies have been undertaken to identify the critical needs of women and to formulate and implement programmes and projects for them. In many developing countries efforts have been made in the public sector to increase the participation of women and representation at the decision-making levels. There has been an increase in the enrolment of girls in educational institutions at different levels, an increase in the availability of health care to women and efforts have been made to improve the work conditions and the employment needs of women.

22. In the countries with centrally planned economies a further advancement of women took place in various fields. Women in those countries actively participated in social and economic development and in all other fields of public life of their countries, including the active struggle for peace, disarmament, détente and international co-operation. A high level of employment, health, education and political participation of women was achieved in countries with centrally planned economies, in which national mechanisms are already in existence with adequate financial allocations and sufficient skilled personnel.

23. Women in all countries love peace and women all over the world have conducted active struggles for peace, disarmament, détente and international co-operation against foreign aggression and all forms of foreign domination and hegemony. Women have and can play an active role at the national and international level to strive for détente and to make it a continuing and universal process of an all-embracing scope so that the goals of the Decade might be achieved.

24. The review and appraisal of progress achieved during the past five years indicates that in many countries the situation of women from the so-called "backward" sectors has worsened. In particular, it has worsened with respect to the conditions of employment and education for women in the rural and the so-called marginal urban sectors. In many countries the actual number of female illiterates is increasing. In fact, illiteracy rates for the female population appear to have increased and are projected to increase for several countries. In terms of the percentage of enrolment that women constitute of the total enrolment, at the first, second and third levels of education, progress in the participation of women has been made in most countries; however, declines have been reported by several in

female participation at the second level. It appears that, in many countries, only in the higher and middle socio-economic strata did women gain some significant increases in educational opportunities. However, this improvement has not been followed by a parallel increase in levels of employment, even in certain developed countries and in those developing countries with higher industrialization rates. In employment, there is evidence of increasing numbers of women being forced into unemployment or being transferred outside the formal sectors of the economy into the peripheral labour market in the developed countries and into the informal sectors of subsistence agriculture, handicrafts, and so on. This move from the formal to the informal market is evidenced by estimates of the International Labour Organisation (ILO) and projections for over-all activity rates in the economies of the developing countries.

25. In many instances transfer of inappropriate technology has worsened the employment and health conditions of women; displacement of labour occurs, and foreign models of consumption accompany such transfer. In certain large industries sometimes operated by transnational corporations, new discriminatory labour practices have appeared in both rural and urban areas, while in the urban areas increases in the employment of women have been largely the result of an increase in the exploitation of cheap, semi-skilled labour of young and unmarried women, related to increases in the migration of young women to the cities.

26. In many countries, women have not been integrated into national development plans. Where special programmes have existed, they have failed for the most part in achieving significant results, owing to their narrow focus on stereotyped sex roles which have further increased segregation based on sex.

27. Finally, the current world economic crisis has contributed to the worsening situation of women in general. Women's employment in industries which have high levels of female labour participants, has been negatively affected by protectionist measures. In developing countries the negative impact on women is even greater than in developed countries.

28. There have been some significant achievements in the implementation of a number of recommendations of the World Plan of Action both at the regional and global levels in the first half of the Decade. Of particular significance was the establishment of the Voluntary Fund for the Decade for Women and the preparatory work leading to the establishment of the International Research and Training Institute for the Advancement of Women. A joint interagency programme for the advancement of women was prepared and regional programmes were implemented in accordance with the regional plans of action adopted in Mexico. Several United Nations organizations were involved in these activities, including the United Nations, regional commissions, UNICEF, UNDP, UNCTAD, UNIDO, UNFPA, ILO, FAO, UNESCO and WHO. It is apparent that such programmes can be strengthened and that greater efforts could be made to introduce a more multidisciplinary approach in these programmes. In a number of conferences held under the auspices of the United Nations system, linkages were established between women's status and the priority areas of concern including population, food, water, primary health care, education, rural development and agrarian reform, employment, industrialization and over-all development.

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29. The review of implementation of the objectives of the second United Nations Development Decade as well as of the progress of negotiations on the establishment of the New International Economic Order shows that hopes and expectations in connexion with the International Development Strategy and establishment of the New International Economic Order have not been fulfilled. Instead of a gradual resolution of the world economic situation and encouragement of accelerated economic development of developing countries, the crisis in the world economy has become more acute. This has affected developing countries in particular and bearing in mind the real economic and social situation in these countries, it is women who are most adversely affected. The international development conditions have deteriorated and become an even more limiting factor for the development of developing countries specially restricting the implementation of the objectives of the Plan of Action.

30. The lessons for the future to be drawn from this review are many. First, it proves that any measures for women isolated from the major priorities, strategies and sectors of development cannot result in any substantial improvement in attaining the goals of the Decade. Second, legislative and developmental action, unless they are accompanied by positive and concerted action to change attitudes and prejudices cannot be fully effective. Third, mere provision of equal rights, development services and opportunities will not, by themselves, help women to avail of them, without simultaneous special supportive measures, e.g. legal aid, earmarking of benefits, information and knowledge, institutional innovation etc.

31. The three main objectives of the United Nations Decade for Women - equality, development and peace - are closely interlinked with one another. Progress in any one of these has a beneficial effect on the others. In turn, failure in one sphere has negative impact on the others. Since the primary objective of development is to bring about a 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 a most important means of maintaining peace and of furthering equality of the sexes. However, the present world is by no means tranquil and there exist factors detrimental to peace. Women in some countries are still suffering from wars of aggression.

32. Thus, the universal strengthening of world peace and international security, struggle against foreign interference, aggression and military occupation, respect for national independence and sovereignty, the curbing of the arms race, the achievement of the goals of a general and complete disarmament and reduction of military budgets, the achievement of détente, the establishment of the New International Economic Order and the increased co-operation among States, on the basis of equality, will advance the economic, social and cultural development of countries and the situation of women, while still recognizing their special vulnerability. Consequently, it is only under conditions of peace that it is possible to move forward in the full implementation of the other two objectives of the Decade.

33. In accordance with their obligations under the Charter to maintain peace and security and to achieve international co-operation in promoting and encouraging respect for human rights and fundamental freedoms, bearing in mind, in this

respect, the right to live in peace, States shall help women to participate in promoting international co-operation for the sake of the preparation of societies for a life in peace.

34. Similarly, a close relation exists between the world economic situation, development and the strengthening of international peace and security, disarmament and a relaxation of international tension. It is imperative that resources released as a result of disarmament be used for promoting the well-being of all nations and contribute to bridge the gap between developed and developing countries, thus increasing favourable conditions for improving the situation of all members of society. In this context particular attention shall be given to the advancement of women and the protection of mother and child.

35. The lack of progress in the establishment of the New International Economic Order has had a direct effect on the socio-economic situation of the women of the world. Recent studies on the impact of international economic problems on the employment and working conditions of women show that in fact their adverse effects on the wage levels and job stability of women are more extensive than on those of men. For example, women are the first to lose their jobs on plantations that produce crops for export and in the textile, clothing and electronics industries, which are more sensitive to price fluctuations and to protectionist measures, recently introduced by some developing countries.

36. Realization of all above-mentioned aims would provide new possibilities for a more intensive promotion of status of women. Improvement in the status of women is of over-all national importance and responsibility for this rests upon the State and all sectors of society. Such an improvement can be realized only if it is carried out in accordance with national needs and conditions, as a sovereign right of each country, without any country imposing its own model.

37. In the traditional and agricultural sectors, the effects of such factors, when associated with rapid displacement and changes in women's basic tertiary activities and a lack of appropriate compensatory measures and especially with the lack of corresponding efforts for the integrated development of rural areas and more intensive integration of women in such development are even more detrimental. In other words, the lack of access to land, credit and financial and technological resources worsens the impact of rapid displacements in the work activities of women.

38. On the one hand, the recent expansion of capital- and technology-intensive and large-scale agricultural estates, often operated by transnational corporations, adversely affect women's work in basic tertiary activities, such as those related to small-scale urban, semi-rural and agricultural trade, which are crucial income-generating activities and are essential for community self-reliance. Indeed, in many cases this process has actually jeopardized food production and the distribution of food and basic subsistence goods. On the other hand, in the modern sectors of developing economies, although the expansion of industries operated by transnational corporations has in certain cases increased employment opportunities for women, it has nevertheless also brought new problems both for women and for over-all development. Care must be taken so that the redeployment of industry in the developing countries is not used as a means of providing cheap labour force,

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especially the women, or that the redeployment of obsolete and "dirty" industries is not carried out in the developing countries. Industrialization should be carried out in accordance with the over-all national aims, priorities and aspirations of the developing countries, as a part of a process which will contribute to the transfer of technology in the developing countries. Women's right to participate in and benefit from the industrialization process on equal terms with men must be secured.

39. In fact, there has been some concern about future trends in export oriented industries and their impact on employment in developing countries. Such industries are said to be more sensitive to the needs of the international market than to those of the host countries. Although important for creating employment and providing foreign exchange earnings, in other respects their impact on the domestic economy is minimal, since virtually all their input is imported and all their output exported. The Governments of host countries seem to view such enterprises, for the most part, as short-run solutions to the problem of generating employment but for development over the long run, Governments prefer industries that will engage highly skilled workers. If such long-term plans are actually realized, the employment of women in labour-intensive manufacturing might only be a temporary phase in the industrialization of developing countries.

40. As part of the industrialization and development process, activities of indigenous companies and corporations also have an impact on women and their employment options. Although, in some cases, cottage industries and other forms of small industry are replaced or absorbed by larger entities, these corporations often have a multiplier effect on female employment. Under some circumstances the employment options on women are narrowed by corporate development, while in other instances women thus displaced are eventually absorbed into the newly established larger industries.

41. The processes described above demonstrate that, while traditions, customs and practices greatly hinder the advancement of women, some serious constraints to the economic participation of women in national development are international in nature and derive from the pattern of relationships between developing and developed countries.

42. In many countries at the national level, a comparison of the performances of men and women in every sector of economic and social development shows that the wide gap between the economic opportunities available to men and those open to women has not been reduced in proportion to the increases achieved in over-all economic growth, regardless of the levels of development which vary from country to country, the intensity of the world economic crisis increasingly affecting working people in general. Even in countries where significant increases in general wage employment were obtained, women have failed to share equally in this increase, while men, due to greater job security, have developed opportunities for sustained employment in the labour force, learned skills and increased their relative wages. Women constitute a substantial and growing proportion of the underemployed sector of the population, especially in the area of intermediary services and activities of the so-called tertiary and informal sectors. In those sectors women workers, like men workers, are often underpaid and receive for the most part extremely low wages; they are also subjected to a high degree of job instability and have, in most

countries, no legislative protection and existing labour organizations do not always pay sufficient attention to their needs and demands. Moreover, in most countries, new incentives designed to improve their commitment to the labour force, such as occupational mobility, education or training and infrastructure assistance in the areas of credit and finance, have been inadequate.

II. CONCEPTUAL FRAMEWORK

A. The need to include new data and strategies concerning the participation of women in development in the Third United Nations Development Decade

43. The sharpening of the world economic crisis in many countries during the latter half of the Second United Nations Development Decade requires an in-depth reassessment of established strategies and imposes the need for undertaking additional and comprehensive measures, at national and international levels, with a view to the strategy for the Third United Nations Development Decade. The shortfalls of the Second United Nations Development Decade have been linked to major problems related to external debts, insufficient increases in food production (a factor that has also affected industrialization) and inadequate levels and patterns of industrialization. Those failures were said to be further intensified by the low capacity of many countries, particularly developing countries for absorbing their constantly increasing unemployment. Moreover, the major failures in productivity have been linked not only to key international factors but also to inadequate and/or non-existent national policies aimed at maximizing the capacitation and utilization of human resources. In this respect, the need for an in-depth reassessment of strategies concerning the mobilization of women (approximately 50 per cent of the adult world population) has been consistently emphasized in recent studies and policy-oriented analyses, particularly at the regional and local levels. The discussion of women's issues at a recent United Nations conference on an area of priority in the new international economic order - namely, the World Conference on Agrarian Reform and Rural Development - has forged a new consensus and action proposals in this area.

44. These new developments are of particular relevance in overcoming the alarming shortfalls in the agricultural sector, where women constitute a large proportion of the labour force. In order to promote integrated rural development, to increase productivity in food and other agricultural commodities, the wages, conditions of employment and training of women, as well as their access to credit, land and infrastructural technology in rural areas, should be significantly improved; technologies adapted to the needs of rural areas should be developed and made accessible to women. Conditions where undermigration is the only possibility for employment could be eliminated by generating productive employment and development through more uniform geographical distribution of economic projects and social services. To this end, such adverse effects of technology transfer to rural women as may exist and such effects of migration as are adverse to women should be diminished.

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45. The International Development Strategy for the Third United Nations Development Decade should formulate goals, objectives and policy measures which would contribute to the solution of international economic problems and sustained global economic development including the accelerated development of developing countries and reduction of the existing gap between developing and developed countries. It is therefore necessary to expedite the establishment of the New International Economic Order. This goal cannot be achieved unless the inequality between men and women is eliminated. In the formulation and review of strategy for the Third United Nations Development Decade, full consideration should be given to the conceptualization and review presented in the present Programme of Action as well as in the background documents before the World Conference. Furthermore, this new strategy should also include ways and means of developing new data that can more adequately measure the participation of women in the development process in every sector and at every level in order to provide a systematic and effective basis for the establishment of new national, regional and international policies to maximize and evaluate the utilization of the resources of women and the involvement of women as equal participants in social life and economic development - this being a pre-condition for the successful development of each and every country.

B. The interrelationship of the objectives of the United Nations Decade for Women and the subtheme of the World Conference:
"Employment, Health and Education"

46. The experience of the Decade has clearly revealed that the objectives of equality and peace cannot be realized without an unequivocal commitment at national, regional and global levels to women's integration in all aspects of development. The objective of development, which incorporates the principle of socio-economic and political equality is closely related to stability and peace, which is more than an absence of violence within or between countries. In selecting the subtheme of the World Conference: employment, health and education, it was recognized that these interrelated aspects of development are of crucial concern to the advancement of women. The principles of the right of women to work, to receive equal pay for work of equal value, to be provided with equal opportunities for training and education were clearly stated in the World Plan of Action. It was also stressed that the full participation of women in development required that they should be given adequate and equitable access to health, nutrition and other social services including family planning and child care facilities. In all countries there is need for continuing attention to the implementation of these principles. For the remainder of the Decade, they should be given a high priority in Governments' planning and programmes. The level of development depends upon international conditions and national efforts towards integrated development particularly in the fields of employment, health and education, being fields of exceptional significance for the under-developed sectors, of which women constitute the major segment. In fact, the sectors of employment, health and education, especially for women workers in the agricultural and industrial sectors of the economy, offer a stark index of the levels and quality of development in any given country. As reproducers of the labour force, women's socio-economic and health conditions are crucial determinants of the prospects for development. Their employment and educational opportunities

not only reflect the extent to which a given society offers women the possibility to develop their full potential and eliminates inequalities but also the extent to which countries are maximizing their endogenous technical and economic resources, especially in times of acute economic crisis which threaten world stability. The strengthening of regional commissions by adequate institutional arrangements which would also ensure intersectoral programming and co-ordination of activities for women is essential. The improvement of linkages among the organizations of the United Nations system with a view to co-ordinating implementation where there are separate programmes is also essential.

Part Two: The Programme of Action at the national level

III. NATIONAL TARGETS AND STRATEGIES FOR THE FULL PARTICIPATION OF WOMEN IN ECONOMIC AND SOCIAL DEVELOPMENT

A. National strategies for accelerating the full participation of women in economic and social development

47. The improvement of the status of women requires action at the national, local and family levels. It also requires a change of men's and women's attitudes towards their roles and responsibilities in society. The joint responsibility of men and women for the welfare of the family in general and the care of their children in particular must be reaffirmed.

48. Governments should explicitly state their firm commitment to accord high priority to legislative and other measures for accelerating the equal and full participation of women in economic and social development with a view to eliminating the existing inequalities between men and women in all sectors.

49. National strategies should as a matter of urgency integrate women into their efforts towards the New International Economic Order and a new international development strategy for the Third United Nations Development Decade by:

(a) Studying and identifying new areas for national projects that would accelerate socio-economic growth and at the same time enhance the socio-economic participation of women by fostering economic and technical co-operation among countries;

(b) Providing advisory services for accelerating national self-reliance in co-operation with United Nations organizations; also ensuring that women assist in determining that technology transfer has a positive impact on the socio-economic situation and health of women, as well as on their working conditions;

(c) Providing women from the most disadvantaged sectors of the population with the ways and means of increasing their access to infrastructure, basic services and appropriate technology in order to alleviate the heavy workload imposed by the basic requirements and demands of their families and communities, women should also be provided with opportunities to gain new skills and with job opportunities in the construction and maintenance of the above-mentioned services, as well as in other sectors;

(d) Adopting measures to make equal opportunities for development and services available to women in rural areas and to women in urban areas by reversing processes of unequal economic growth, implementing special investment and incentive programmes in disadvantaged sectors, controlling mechanisms for the transfer of resources from one sector to another and, where possible, preventing the rural sector from being impoverished to the advantage of the urban sector.

50. Governments should, where appropriate, design certain special transitional strategies and establish, compensatory mechanisms aimed at achieving equality of opportunity in education, employment and health as a means of overcoming existing inequalities in national administration, the educational system, employment, health services and the like, it being clearly understood that the special strategies are designed to correct imbalances and discrimination and will be phased out when such imbalances and discrimination no longer exist.

1. National development plans and policies

51. Governments should undertake the following:

(a) The establishment of qualitative and quantitative targets for the second half of the United Nations Decade for Women: Equality, Development and Peace; projections for the planning cycles of 1985-1995 should be made where appropriate, and reviews conducted in 1985 and 1990. These should especially seek to remove the gap between the attainments of men and women, between rural and urban women and between all women in underprivileged population groups, and other women in all sectors and particularly in the sections of employment, health and education;

(b) Systematic and sustained linking of efforts to integrate women into national development planning and policies, particularly in the sectors of employment, education and health, and in the allocation of adequate material, technical and personnel resources within each sector of national development;

(c) The establishment of appropriate provisions for monitoring and evaluating the extent to which women participate in and benefit from both general and sectoral development programmes. Reliable data should be collected and technical services provided for periodic reviews of the progress made at all levels of society in every major sector of the national development programmes; targets should be established along with the allocation of physical and financial resources in every development programme, in order to ensure a more just distribution of benefits to women;

(d) The development and improvement of infrastructural technology, basic services and incentives, particularly for the rural sectors of the population and the urban poor; women should be given equal rights of land-ownership, equal access to credit and financing, basic sanitation, safe water and energy resources, and the skills to maintain and build community self-reliance. Special attention and additional services should be given to women in the area of health;

(e) Initiate where necessary, as a result of socio-economic conditions, processes of integral agrarian reform, which will subsequently make it possible to implement measures to promote the development of women in rural areas:

(i) To mobilize women, particularly poor women, in rural and urban areas;

(ii) To organize learning and productive activity and access to needed developmental services and inputs (e.g., education, primary health and child care, skill development, credit and marketing facilities);

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(iii) To organize working women, including in the unorganized sectors, for protection against exploitation, for socio-occupational mobility through education and training and necessary supportive services for children:

(f) Systematic efforts to promote and assist grass-roots level organizations as one of the instruments of development;

(g) The establishment of incentives and concrete programmes for increasing the participation of women in decision-making processes at all levels and in all spheres of national development;

(h) Wherever possible time-tables should be established for the achievement of particular objectives;

(i) Where appropriate initiate consultations between government and employer and employee organizations as well as community groups to examine and improve conditions for women workers.

2. National machinery

52. Where it does not exist, national machinery preferably at the highest level of government, where appropriate, should be established. By national machinery should be understood not only the establishment of central institutions at the national level but furthermore, where appropriate, the establishment of a comprehensive network of extensions in the form of commissions, offices or posts at different levels, including the local administrative level because of its better capacity for dealing with specific local situations as well as working units in the relevant branches of administration, in order to ensure the effective implementation of action programmes ensuring the equality of men and women with a view to:

(a) Upgrading its capacity and role in national development plans;

(b) Achieving a more central location within the existing institutional arrangements for the formulation and planning of and strict compliance with, policies and programmes and for monitoring their implementation and evaluation;

(c) Conceptualizing women's problems in an integrated manner within each sector of development and at the same time developing effective methodologies, policies and mechanisms for affirmative action, where appropriate, to ensure an integrated approach;

(d) Ensuring the full participation of women in measures taken by government or other agencies.

53. Effective institutional links between national machinery and national planning units as well as national women's organizations, should be established with a view to:

(a) Increasing their decision-making powers;

(b) Increasing their technical, financial and personnel resources;

(c) Advising on new approaches to accelerate the full participation of women in every sector of the development process, according to national priorities;

(d) Drawing up national programmes for women in the priority areas of employment, health and education so as to make possible their full participation at the national level. These should also aim at intensifying over-all efforts towards the implementation of technical co-operation among countries and development in the areas of science and technology, water and energy resources among others, in line with the strategy for the Third United Nations Development Decade and the programme of action for the New International Economic Order.

54. Women should be represented on the basis of equality in all bodies and institutions dealing with development so as to be able to influence national policies at their inception - all this with a view to advancing the status of women and their participation in development.

55. The national machinery should increase the participation of grass-roots organizations, such as women's and youth associations, rural workers' organizations, community organizations, religious groups, neighbourhood associations, as well as trade unions, both in decision-making and in the implementation of projects and in this regard should serve as a liaison unit between appropriate government agencies and grass-roots organizations.

56. The national machinery should implement effective programmes aimed at ensuring that women participate in and benefit from the implementation, at the national, regional and international levels, of the relevant recommendations of such major conferences as the World Employment Conference, the World Conference on Agrarian Reform and Rural Development, 1/ the United Nations Conference on Science and Technology for Development, 2/ and the International Conference on Primary Health Care. 3/

57. The national machinery should also provide appropriate channels of communication between women's organizations and other organizations, in order to:

(a) Help women's groups to obtain financial and technical assistance from international and bilateral funding sources;

1/ See Report of the World Conference on Agrarian Reform and Rural Development (WCAARD/REP), transmitted to the General Assembly by a note by the Secretary-General (A/34/485).

2/ Report of the United Nations Conference on Science and Technology for Development, Vienna, 20-31 August 1979 (United Nations publication, Sales No. E.79.I.21).

3/ Report of the International Conference on Primary Health Care, Alma-Ata, 6-12 September 1978 (UNIDO/IOD.255).

(b) Provide reliable data on the socio-economic and political participation of women to both governmental and non-governmental organizations, including those that act as formal and non-formal educational agencies, with a view to sensitizing society to the importance of the contribution to be made by women to development and informing the public of the obstacles to equality of opportunity.

58. To ensure that the national machinery serves its purpose, it is advisable to carry out studies and interdisciplinary research on the actual status of women, drawing on the experience already acquired in some countries with women's studies programmes.

3. Legislative measures

59. All remaining discriminatory legislative provisions in the social, economic and political spheres and in penal and civil codes should be examined with a view to repealing all laws and regulations discriminating against women with regard to rights concerning nationality, inheritance, the ownership and control of property, the freedom of movement of married women, the custody of children and the like, or which inhibit their effective participation in or planning, implementation and evaluation of economic transactions.

60. Governments should develop programmes to inform women of their legal rights and should point out ways in which women can use these rights. Where appropriate, Governments should establish commissions to assess women's legal rights and the establishment of priorities for legislative measures and to identify, specify and classify the necessary legislative measures that have not yet been enacted.

61. In countries where large sections of the population are governed by customary law, Governments should carry out investigations into the degree of protection or oppression and amount of discrimination experienced by women under customary law, in order to deal with or reject such practices by statutory legislation at an appropriate time.

62. Governments should implement the provisions of the Convention on the Elimination of All Forms of Discrimination against Women.

63. Procedures should be provided - or, where they already exist, strengthened - for effectively implementing social legislation, especially that affecting parents.

64. The protection of the social function of parenthood and of maternity must be guaranteed in legislation. Both in the public and in the private sector, the definition of maternity leave should be understood to be the period which is required by expectant mothers for the protection of their health before childbirth and by mothers for the recovery of their health after childbirth. Recognizing that the raising of children is a joint responsibility of parents and the community at large, efforts shall be made to provide for parental leave, available to either parent.

65. Legislation should also be enacted and implemented in order to prevent domestic and sexual violence against women. All appropriate measures including legislative ones should be taken to allow victims to be fairly treated in all criminal procedures.

66. Educational and informational programmes on the socio-economic implications of laws should be launched among various professional groups, especially the legal and judicial professions, in order to prevent, where possible, the law from being applied inequitably.

67. Programmes of counselling and legal aid should be developed and implemented to enable women, especially those from the disadvantaged sectors, to have effective protection through legislation. Broad programmes to publicize legislation should also be implemented to make women and, in particular, those from the poorest sectors aware of their rights and obligations and of the institutional guarantees therefor.

68. The necessary steps should be taken to ratify or accede to all international instruments of the United Nations and its specialized agencies that deal with women's rights, in particular the Convention on the Elimination of All Forms of Discrimination Against Women. Those affecting the poor, such as those concerning the rights of rural and agricultural women workers, are particularly important.

4. Participation in the political and other decision-making processes, and participation in efforts to promote international co-operation and strengthen peace

Participation in the political and other decision-making processes

69. Every effort should be made to enact, before the end of the Decade, legislation guaranteeing women the right to vote, to be eligible for election or appointment to public office and to exercise public functions on equal terms with men, wherever such legislation does not already exist. In particular, political parties should be encouraged to nominate women candidates in positions that give them the possibility equally with men to be elected.

70. Governments and the organizations concerned should foster knowledge of civil and political rights, promote and encourage political organizations which carry out programmes involving the participation of women and implement broad programmes for the training of political officials.

71. Governments and political parties should, where appropriate, establish goals, strategies and time-tables and undertake special activities for increasing, by certain percentages, the number of women in elective and appointive public offices and public functions at all levels, in order that they be equitably represented.

72. Special governmental instructions should be issued for achieving equitable representation of women in the different branches of Government and in departments at the national, state and local levels. Special activities should be undertaken

to increase the recruitment, nomination and promotion of women, especially to decision-making and policy-making positions, by publicizing posts more widely, increasing upward mobility and so on, until equitable representation of women is achieved. Reports should be compiled periodically on the numbers of women in public service and the levels of responsibility in their areas of work.

73. Women should be equitably represented at all levels, especially the senior levels, in delegations to international bodies, conferences and committees dealing with political, economic and legal questions, disarmament and other similar issues. Governments should encourage and support increased employment of women at all levels, technical and professional, in the Secretariat of the United Nations and its subordinate organs and specialized agencies.

74. 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.

75. Special attention should be given to ensuring that formal or informal practices which result in de facto discrimination against women in the selection of candidates for political office or in their exclusion from formal decision-making, particularly in bodies such as public councils, boards or informal committees, should be eliminated.

Participation of women in efforts to promote international co-operation and strengthen peace

76. Women of the entire world should participate in the broadest way in the struggle to strengthen international peace and security to broaden international co-operation and develop friendly relations among nations, to achieve détente in international relations and disarmament, to establish a new economic order in international relations, to promote guarantees of fundamental freedoms and human rights, and in the struggle against colonialism, neo-colonialism, racism, apartheid, foreign domination, foreign oppression, foreign occupation. High priority should be given to providing training and educational opportunities at all levels. These might include university or college courses, lectures on international affairs, panel discussions, conferences, seminars and other educational activities.

77. Solidarity campaigns with women struggling against colonialism, neo-colonialism, racism, racial discrimination and apartheid and for national independence and liberation must be intensified; such women should receive all possible assistance including support from agencies of the United Nations system as well as other organizations.

78. The efforts of intergovernmental and non-governmental organizations to strengthen international peace and security must be intensified in every way. The active participation of women in the activities of such organizations must be supported. Exchange between the national organizations of different countries in favour of international co-operation and the strengthening of peace should be promoted.

79. Intergovernmental and non-governmental organizations must examine more comprehensively the consequences of disarmament for social and economic development in general and for improving the status of women in particular. The results of such studies must be made available to as many women and men as possible and must be given practical effect.

80. In view of the importance of eliminating international inequities, intergovernmental and non-governmental organizations should continue to study the impact of the activities of transnational corporations on the status of women and to make use of the results of such studies in practical programmes.

81. Governments should also be made aware of the results of such studies so that they realize and prevent the negative effects on the status of women which are caused by the activities of transnational corporations, as is the case in South Africa where transnational corporations sustain the system of apartheid by their investments.

82. Support should be provided by all women of the world in proclaiming solidarity with and support for the Palestinian women and people in their struggle for their fundamental rights. Moral and material assistance should be extended by the United Nations system to help Palestinian women. Specific programmes and projects should be carried out to fulfil that aim.

5. Measures relating to education and the dissemination of information

83. Independent organizations, including women's organizations at the national, regional and international levels, should study the ways in which the mass communications media, including the news media and advertising, treat the status of women and women's issues. Evidence that women are being treated in a sexist or demeaning way should be brought to the attention of the relevant media for correction.

84. Every effort should be made to encourage the fullest and most active participation of women at all levels of policy-making and decision-making within media organizations. Governments should use the opportunities they have by way of appointments, to regulatory bodies and broadcasting networks, to ensure that women are equally represented in senior decision-making.

85. Special efforts, for example, training programmes to sensitize media personnel at all levels, should be made to ensure that women are portrayed as persons in their own right and that the portrayal of women and women's issues reflects women's rights, needs and interests.

86. Educational programmes and campaigns using the media should be instituted in order to eliminate prejudices and traditional attitudes that limit the full participation of women in society. Such campaigns should also inform women and men of their rights and ways of exercising them. Women's organizations and other non-governmental organizations, political parties and trade unions should play an active role in the process of educating women politically in order to increase

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their capacities for participation in decision-making bodies. Special attention should be given to the role the media can play to reach the migrant women. Women should also have access to training in the use of various forms of the media, in order to be able to present to as wide a public as possible their own perceptions of their needs, ideas and aspirations.

87. Governments should encourage the mass media to support the increased involvement of women in efforts to strengthen international co-operation and peace and to broadcast programmes to make women more aware of the activities and positions of their Governments in vital questions of international affairs, thus enabling them to fulfil their roles towards strengthening international peace and security and against colonialism, racism, racial discrimination, foreign aggression and occupation and all forms of foreign domination.

88. Special campaigns should be undertaken to encourage the increased participation of women and girls in rural community and youth development programmes and in political activities.

89. The mass media should promote the Programme of Action for the second half of the United Nations Decade for Women: Equality, Development and Peace, as well as other international, regional and national programmes for women, so that the public are made aware of such programmes and thus participate to a greater extent in their implementation.

90. Bearing in mind the fact that one of the impediments to promoting the status of women lies in social attitudes and re-evaluation of women in society, the mass media offer great possibilities as one means of promoting social change. They can help remove prejudices and stereotypes, accelerate the acceptance of the new role of women in society and promote their role as equal partners in the process of development.

91. In all fields of activity, the mass media should become one of the basic means in society of overcoming the contradiction in, on the one hand, the presentation of women as passive, inferior beings having no social significance and, on the other hand, an accurate picture of their increasing role and contribution to society at large. The mass media should also recognize that both parents have equal duties and responsibilities for the training and education of children and for household duties. Governments, as communicators, in preparing communications to or about their countries should ensure that output will reflect government commitment to status of women issues and concerns.

6. Improvement of the data base

92. All data-collecting agencies should give a sex and age breakdown of any information they gather, wherever relevant.

93. Some of the concepts and analytical tools of research, particularly those relating to economic processes - evaluation, labour, work, employment, social productivity, household, family and the like - should be re-examined so as to improve tools for the analysis and conceptualization of the economic and social roles of women within the home and outside.

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94. Priority should be given to research concerning those groups of women that have been neglected in social research - namely, rural workers in agriculture and allied activities and working women from the underprivileged sectors of society. These are women who, far from being the dependants they have generally been assumed to be, have always had to perform multiple roles in order to ensure the survival of their families. For better evaluation of development programmes, access to and utilization of data need to be ensured.

95. National and regional indicators should be developed and improved for determining the degree to which women have actually been participating in development, as a means of measuring their actual contribution to the development process. A set of statistical indicators should be established by which progress towards equality between the sexes can be monitored. In establishing such a set of indicators, Governments will need to take into account the current state of their country's statistical development as well as their individual policy priorities. A system should be devised to place a monetary value on unpaid work to facilitate its reflection in the gross national product.

96. The level of economic growth in general and the sectoral structure of that growth, should be established so as to determine employment openings. Data on the composition of populations (e.g., age structure and the relation between rural and other sectors of a population) must be collected so that the need for employment openings, health services and education can be identified.

97. Current statistical operations and practices should be reviewed to ensure that they are free from sex-based stereotypes.

98. Where appropriate, permanent advisory committees to national statistical authorities should be established to improve the quantity and relevance of data pertaining to the situation of women, their participation in development and equality between the sexes. The work of such advisory committees may be supplemented from time to time by the organization of larger meetings of users and producers of statistics to address specific issues of mutual concern.

99. Research and testing of new or revised concepts and classifications should be designed or expanded to improve the usefulness and relevance of the statistics needed to describe the role and status of women, their participation in the development process and equality between the sexes. Such research and testing, whether carried out by the national statistical services or by university or other research groups, would need to involve both the users and producers of such statistics and would need to encompass both methods and procedures for data collection and those for the analysis and presentation of data.

7. Role of non-governmental organizations

100. There should be mutual co-operation between Governments and non-governmental organizations, women's and youth groups, employers and workers unions, voluntary agencies, community organizations, including religious groups, the mass communication media, political parties and the like, in implementing the programme of action for the second half of the Decade.

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101. Governments should take account of the activities of non-governmental organizations and should support where appropriate the efforts of all relevant organizations, institutions and other associations concerned with the welfare and status of women.

102. Governments should recognize the importance of the role of women's organizations, encourage and assist them and provide them with financial and other assistance, particularly at the grass-roots level, to enable them to perform their functions which include activities such as:

(a) The mass mobilization of women and, in particular, poor women in rural and urban areas;

(b) The provision of all development services and facilities (education, health and child care, expansion of credit and marketing capabilities and facilities, information on social, political and economic rights, etc.);

(c) The establishment of organizations for women workers in non-trade union occupations both in rural and urban areas as a means of protecting them against exploitation and providing the necessary auxiliary child care services.

103. With regard to the follow-up of the World Conference of the United Nations Decade for Women, Governments should:

(a) Make possible the publication and dissemination of the results of the World Conference and of the NGO Forum;

(b) Enable non-governmental groups to become involved in the realization of the programme of action for the second half of the Decade;

(c) Consider the role and resource of non-governmental groups in the implementation of international, regional and national plans for improvement of women's conditions;

(d) Consider as a plan for the future, and establish strategies for implementation, the input and particular recommendations of non-governmental groups;

(e) Give financial resources to non-governmental groups so that these groups can render a contribution towards the implementation of the programme of action.

104. Non-governmental organizations should support governmental efforts by:

(a) Investigating the problems of different groups of women;

(b) Assisting and promoting organizations of women at the grass-roots level, especially those established among poor and uneducated women, to promote learning and productive and other developmental activities;

(c) Providing liaison services for such groups with educational and other development agencies;

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- (d) Promoting attitudinal change among men and women;
- (e) Promoting solidarity among women's groups;
- (f) Influencing and informing the mass media and political groups;
- (g) Developing new analytical methodology;
- (h) Launching programmes and activities to serve, in particular rural women;
- (i) Promoting public acceptance of family planning, including sex education;
- (j) Informing their members of government policies and development plans as well as the international standards and programmes for improving the situation of women.

Grass-roots organizations

105. In accordance with the Regional Plans of Action and with a view to implementing the World Plan of Action, Governments and agencies on other levels should, where appropriate, promote the establishment of grass-roots organizations of women as an integral part of their over-all development efforts and should provide adequate financial and personnel resources for such efforts to succeed. Such grass-roots organizations of women will serve as forums for women to develop self-reliance and will eventually enable women to obtain real access to resources and power and to shoulder greater socio-economic and political responsibilities within their communities and their societies.

B. Objectives and priority areas for action taken in connexion with the subtheme of the World Conference, "Employment, health and education"

Introduction

106. The objectives and priority areas of action for improving the employment, health and education status of women in every country have to be promoted within the over-all context of national planning and development for the whole population. Improvement in the condition of women in these areas is also instrumental in the development of the country. Furthermore, the improvements in any one of these sectors also affect the situation in other sectors. Recognition of this interrelated nature of the programmes is essential if their effectiveness is to be maximized. Socio-cultural values should not suffer as a result of physical economic development. Therefore, integrated and innovative programmes and new methodologies should be explored.

107. The programmes should also invariably include measures for building the capacities of women themselves by their training and information programmes and by their organizing themselves, with the assistance of Government and other socio-political forces, to make full use of new opportunities, policies and programmes.

108. To ensure that labour policies and action taken in favour of women workers form part of over-all employment policies and measures for the entire working population, men and women alike, with a view to overcoming the problems that affect women only and preventing measures of protection which discriminate against them. To include in employment policies for underprivileged population groups, such as urban fringe groups, the low-income sector and indigenous population groups, references to the specific situation of women workers.

1. Employment

Objectives

109. To promote full and equal opportunities and treatment for women in employment, bearing in mind that this requires that both women and men have the possibility to combine paid work with household responsibilities and the caring for children. To ensure that women and men receive equal remuneration for work of equal value and equal educational and training opportunities in both rural and urban areas, so that women might secure more highly skilled employment and become integrated into the development of their countries with a view to more rapid and balanced growth in agriculture, industry and other non-traditional sectors, with the aim of ensuring better over-all working conditions for women, in order to achieve more rapid and balanced growth in both agriculture and industry in order to integrate women in development.

110. To increase and promote employment opportunities for women as part of national efforts to bring about a more just international economic order, with a view to achieving national self-reliance, increasing economic and technical co-operation among developing countries and the full utilization of the labour force for their own benefit and to promote the socio-economic development of their own countries.

111. To improve the working conditions and occupational mobility of women workers in the lower and middle levels of the sectors in which the majority of women work.

112. To ensure equal rights and opportunities for the gainful employment of rural women both in agricultural and non-agricultural jobs under proper working conditions, improve the capabilities and productivity of rural women workers, increase food production, diminish migration in countries where this is necessary and whose population policies contain explicit provisions to this effect, promote rural development and strengthening of self-reliance programmes; to extend labour and social security legislation to women working in agriculture.

113. To promote effective policies to increase employment opportunities, to improve existing ones and enable women to obtain jobs involving more skills and responsibility, particularly at the managerial level, in all sectors of the economy to promote occupational mobility for women, in both rural and urban areas, by encouraging the provision of maternity protection, child-care facilities, technical training and health protection, with a view to achieving the industrialization targets for the third United Nations Development Decade.

114. To facilitate paid employment of women by encouraging increased involvement of males in sharing domestic and child care responsibilities.

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115. To take measures for the implementation of legislation relating to working conditions for women.
116. To formulate and implement national and local training and employment programmes and projects, which take particular account of the need to give women access to gainful economic activity and to improve their employment situation in priority areas for the economic and social development of their countries.
117. To adopt measures to ensure that women's entry into certain sectors of the labour market does not result in lowering the working conditions, remuneration and status of those sectors.
118. To promote technology to improve the labour productivity of women while decreasing their work time and to guarantee that women workers are the ones who benefit from such an improvement.
119. To review implicit and explicit job evaluation criteria with a view to overcoming difficulties and obstacles to the job advancement and careers of women.
120. To ensure that, in all sectors, the economic returns from women's work accrue directly to them.

Priority areas for action

121. Special action should be taken to institute programmes which would inform women workers of their rights under legislation and other remedial measures. The importance of freedom of association and the protection of the right to organize should be emphasized, this being particularly relevant to the position of women in employment. Special measures should be taken to ratify and implement in national legislation the relevant conventions and recommendations of the International Labour Organisation concerning the rights of women as regards access to equal employment opportunities, equal pay for work of equal value, working conditions, job security and maternity protection.
122. Information programming should be instituted aimed at making women, especially in the rural areas and from socio-economically disadvantaged groups, aware of employment opportunities and of the opportunities for education, training and skill acquisition.
123. Measures should be taken to ensure that development agencies in different sectors of national planning include larger numbers of women in their staff as a matter of policy and, as part of that policy, allocate resources to programmes for women's employment and training, the provision of supporting services and other essential inputs.
124. Legislative and/or other measures should be adopted and implemented which guarantee women protection against any sexually-oriented practice that endangers a woman's access to or maintenance of employment, that undermines her job performance and thus threatens her economic livelihood.

125. Legislative and/or other measures should be adopted and implemented to secure for men and women the same right to work, to unemployment benefits as well as to prohibit, through inter alia the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status. Legislative and other measures should be adopted and implemented to facilitate the return to the labour market of women who have left it for family reasons and to guarantee the right of women to return to work after maternity leave.

126. Measures should be taken to ensure on a basis of equality of men and women the right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction. Special protection should be provided to women during pregnancy in types of work proved to be harmful to them.

127. Measures should be taken to ensure that migrant workers enjoy equal treatment and access to vocational training as nationals of the host country, and to improve the status of women who, in the process of migration, accompany the migrant workers as members of their family.

128. Ways should be investigated in which the unpaid work in the household and in agricultural tasks which women and men do in all fields can be recognized and reflected in official statistical data collections.

129. Urgently needed infrastructure services should be developed and provided such as adequate housing, safe water, energy and child care centres, for families and poor communities in rural areas and urban slums, in order to alleviate the workload traditionally imposed on women in their performance of tasks essential for the survival of their communities, and to increase their levels of gainful employment and productivity, it being understood that the benefits of higher productivity should accrue to women workers and their families.

130. Where appropriate, flexible formal or informal training programmes should be designed and implemented for women in non-traditional areas in order to widen their employment opportunities and to enable them to generate income through production of goods and services.

131. The access of women to special technical training programmes should be increased and women so qualified should be helped to obtain jobs suited to their individual skills; legislative measures should be enacted and appropriate legal assistance provided to prevent exploitation based on sex, race, age, marital status or motherhood in both the traditional and modern sectors. In addition, measures should be taken to ensure that women are introduced, on the same footing as men, to new types of training in the advanced technologies which are now being widely developed.

132. Measures should be taken to provide for part-time workers levels of remuneration and social security benefits which are proportional to those of full-time workers, and the same levels of working conditions and standards of protection.

133. Where necessary, measures should be taken to develop and/or accelerate much-needed changes in policies in the tertiary sector, which includes the informal subsectors of small-scale trading, domestic services and the like in both urban and rural areas, especially by (a) extending the coverage of labour legislation in particular for domestic services workers; (b) guaranteeing the right to organize trade unions and other appropriate organizations such as credit and marketing co-operatives controlled by the women concerned; and (c) increasing access to managerial and technical training and to financial resources, credit facilities and other inputs in order to improve the working conditions of women and increase their occupational and educational mobility as well as their productivity and economic returns.

134. Measures should be adopted which guarantee that, when transfers of technology take place, account is taken of the factors of production available in the country to which the transfers are made in order to avoid any labour force disruptions, which usually affect women more severely. Promote research on appropriate endogenous technology which takes account of national characteristics and, in particular, those of developing countries. Develop new programmes and appropriate policies with regard to industrialization and the transfer of technology aimed at maximizing benefits and preventing adverse effects from the transfer of technology on both the employment, training, health and nutrition of women and over-all development. Standards should be instituted to ensure that technologies transferred are safe for utilization, and recipient countries be alerted of the hazards of particular forms of technology.

135. Studies should be carried out on the policies, programmes of action and expanding operations of transnational corporations to ensure that they offer greater employment opportunities for women and to prevent their negative effects.

136. The access of women workers to recreation and culture should be increased since their double workload prevents them from having enough necessary free time; it is therefore essential that household chores and family care should be shared by men and special emphasis should be placed on the obligation of couples to share household tasks with a view to facilitating the access of women to gainful employment.

137. Measures should be taken to ensure that in economic recessions the employment market is not less accessible to women than to men. Measures taken under social legislation concerning unemployment should not directly or indirectly lead to inequality between women and men. Retraining facilities should be provided for unemployed women, preferably in growth sectors.

138. To ensure that women and men are able to harmonize their occupational activities with their family life, child-care facilities and amenities for adolescents should be provided, the length of the working day be reduced, and flexible working hours introduced.

139. The number of women at the decision-making level in both national and international workers' organizations and advisory bodies should be increased at least until the proportion corresponds to the number of women exercising a profession.

140. Equal employment opportunity programmes should be developed to promote the access of women to all levels of management and decision-making positions and to devise effective programmes to promote the access of women and girls to non-traditional skilled trades.

2. Health

Objectives

141. To improve the physical and mental health of all members of society through:

- (a) An improvement in the health status of girls and women, as a necessary aspect of over-all socio-economic development;
- (b) Formulation of demographic policies;
- (c) An improvement in health care for women throughout their life cycles;
- (d) The increased participation of women and men, not only as beneficiaries of the promotion of health but also in the formulation and implementation of policy decisions regarding health at community and national levels;
- (e) Studies of the causes of diseases, the establishment of clinical and epidemiological research programmes and the organization of services to deal with national problems;
- (f) The development of policies and programmes aimed at the elimination of all forms of violence against women and children and the protection of women of all ages from the physical and mental abuse resulting from domestic violence, sexual assault, sexual exploitation and any other form of abuses;
- (g) Training human resources for health programmes of the required quantity and quality;
- (h) The inclusion of the mental health aspect as well as alcoholic and drug programmes as part of over-all health programmes for women.

Priority areas for action

142. Promote primary health care with the participation of the communities as the overriding health priority and as a fundamental vehicle for achieving the health goals and objectives of the World Plan of Action.

143. Give high priority to meeting the health and needs of women within primary health care, with particular attention to the special needs of women in rural and depressed urban areas and monitor health programmes in order to secure that women's health needs are properly met.

144. Formulate official policies to involve women in planning and carrying out health programmes at all levels particularly to increase the participation of women at decision-making levels.

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145. Ensure accessibility for all women to maternal health care (including care during pregnancy and childbirth and post-natal care), nutrition (including measures to control nutritional anaemias), family planning, prevention and treatment of infectious diseases - including sexually transmitted and non-communicable diseases - and parasitic diseases, through the establishment of a comprehensive family health, nutrition, and health education network, in order to give women better access to health care.

146. Develop, implement and strengthen child welfare and family planning programmes and family planning information for inclusion also in school curricula for girls and boys on safe and acceptable fertility regulation methods so that both men and women can take the responsibility for family planning to promote the health, safety and welfare of mothers and infants and to enable women to exercise the right to decide freely and responsibly for the number and spacing of their children. Family planning should be facilitated as one means of reducing maternal and infant mortality where high risk factors prevail, such as high parity, too frequent pregnancies, pregnancies at the extremes of the reproductive age, and the frequency and danger of secretly performed abortions.

147. To promote the physical and mental well-being of women, make provision for additional research over the next few years to facilitate analysis and assessment of the status of women.

148. Develop programmes to improve the training and utilization of community health workers, especially women, traditional medical practitioners and birth attendants and elderly village women; support women in their contribution to primary health care both within the family and the community particularly with reference to self-care and self-reliance in health.

149. Draw the attention of doctors and other health professionals to the health needs of women in general, not only in relation to pregnancy and childbirth; emphasize preventive medicine and the need to share responsibility and decision-making with professionals in other disciplines and with women themselves.

150. Establish official incentive policies to give women greater access to training in the medical professions and in health-related research in accordance with local and national needs.

151. Develop simple economic, social and cultural indicators in order to obtain better data on trends in morbidity and mortality among women and their access to and utilization of health services. Establish a national basic health information system to provide up-to-date and reliable indicators of prevailing conditions, future trends and resource productivity.

152. Give high priority to the formulation and implementation of food and nutrition policies based on the needs of women, particularly pregnant and lactating women, and those of women and children of lower socio-economic status in both rural and depressed urban areas; establish educational programmes through professional schools and community agencies to improve the quality, availability, preparation, preservation, rational use of and distribution of food, especially locally grown food.

153. Protect the health and safety of women and their families from contamination, spoilage and adulteration of foods, harmful additives and preservatives, mislabelling, deceptive packaging and irresponsible promotion of foods of low nutritional value and of breast milk substitutes. High priority should be given to the enactment and enforcement of comprehensive legislation, where appropriate, and the creation of appropriate standards of safety, health, product information and quality, including standards for the preparation, preservation, packaging and labelling of foods and other products sold in the markets. Women and men should be instructed as to the right and hygienic use of such products. Information as to the right to such protection should be widely disseminated through schools, the media, and village and community organizations.

154. Develop explicit programmes at national and local levels to improve hygiene, sanitation and access to safe water supplies and shelter as fundamental bases for good health.

155. Develop policies to ensure a safe working environment both in the home and in the work place and provide appropriate technology to relieve the workload of women. Carry out specific studies on labour hygiene and safety, particularly in branches of activity in which the health of women might be affected.

156. Introduce legislation aimed at eliminating occupational health hazards likely to affect reproductive functions, reducing environmental pollution, and controlling disposal of toxic chemicals and radioactive waste.

157. Promote extensive health education programmes, including special efforts to encourage positive traditional practices, especially breastfeeding, and to combat negative practices detrimental to women's health.

158. Formulate specific programmes for the prevention of maternal and infant mortality, giving priority to depressed rural and urban areas and to most vulnerable population groups.

159. Encourage formulation and implementation of social support measures such as maternity and parental leave, child care, breastfeeding breaks etc. to enable women and men to carry out parental roles in the most optimal and healthy manner.

160. Direct special attention to the needs of elderly women, women living alone and disabled women.

161. Establish programmes giving full medical attention to adolescent women, since adolescence is a critical time in women's biological and psychological development and also involves a change in their relationship to the social environment in which they live.

162. Prevent mutilation practices which damage women's bodies and health.

163. Promote research into the extent and the causes of domestic violence with a view to eliminating it; take measures to eliminate glorification of violence against and sexual exploitation of women in the mass media, literature and

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advertising; provide effective help for women and children who are victims of violence, e.g. by the establishment of centres for treatment, shelter and counselling victims of violence and sexual assault.

164. Formulate a plan of action for the protection of women against abuse of alcohol, tobacco and drugs and also excessive use of certain medicaments, principally by informing them of the hazards these substances present for them and their children.

3. Education and training

Objectives

165. To provide equal access to educational and training opportunities at all levels of all types for girls and women in all sectors of society, thus enabling them fully to develop their personalities and to participate on an equal footing with men in furthering the socio-economic aims of national planning and to achieve self-reliance, family well-being and improve the quality of life.

166. To contribute to a change in attitudes by abolishing traditional stereotypes of men's and women's roles and stimulating the creation of new and more positive images of women's participation in the family, the labour market and in social and public life.

167. To take into consideration in educational programmes and methodologies the special perspective of education for non-violence, mainly with regard to relationships between women and men.

168. Include in educational programmes and methodologies a special emphasis on education against violence, particularly violence in relationships between women and men.

169. To provide for women and girls innovative programmes and methodologies which stimulate creative development, promote the right to freedom and develop the ability to communicate for the eradication of illiteracy, while at the same time upgrading functional skills and basic information about employment and health-related matters as well as their political, economic and social rights.

170. To establish transitional links between school life, apprenticeship and working life, whenever possible, in order to ensure for women and girls better interaction between education, training and employment.

171. Formulate and implement education programmes with final-year courses adapted to the specific needs of the economic and social development of the country, designed to improve and increase the access of women to gainful employment and give them opportunities to take part in non-traditional activities.

172. To increase the opportunities and facilities which promote participation of women in science and technology through education and training in these fields.

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173. To devise means to encourage girls to stay at school longer and to ensure that courses chosen by girls are in a range of fields including the professions, management, economics and the sciences which will enable them to achieve positions of influence in the decision-making process.

Priority areas for action

174. Education, specifically literacy, being a key to national development and a major requisite for improving the status of women, efforts should be made to establish targets for the abolition of differentials in the literacy and educational attainment rates for girls and boys within over-all national efforts to increase literacy and education for the whole population.

175. To promote national educational accreditation and equivalency programmes designed to encourage the return of women and girls who have dropped out into the formal education system.

176. Promote education programmes for children, particularly those of pre-school age, as well as young people, aimed at strengthening women's contribution to society and at changing the traditional roles assigned by social and cultural norms to women and men.

177. Establish targets for the expansion of educational opportunities and facilities for women, including courses and institutions with adequate personnel and materials, for which resources have been earmarked.

178. Provide new formal and extracurricular education to enable women to combine their household duties with the opportunity to improve their educational level.

179. Encourage, through legislation, free and compulsory education for girls and boys at the primary level, with the provision of assistance to establish co-education when possible. Provide trained teachers of both sexes and, if necessary, transportation and boarding facilities.

180. Increase the enrolment of female students in education courses and, in particular, in science, mathematics and technical courses, and in management training courses in the areas of science and technology, especially by encouraging them to enrol in such courses.

181. Provide for equal access to all levels of general education, vocational education, and training for all types of occupations, including those traditionally accessible to men, and to new training schemes and other facilities such as on-the-job training, scholarships, inexpensive boarding and lodging facilities and accessible child care arrangements, ensuring equal job opportunities after completion of vocational education or training for both entry and re-entry, after a period of absence, into professional life.

182. Examine curricula and learning materials with a view to removing sex-bias and the stereotyped portrayal of the roles of girls and women and promote the development of non-sexist resources and curricular materials.

183. Establish targets for the nation-wide implementation of the learning materials developed to optimize the potential of women for countries which have started the work since 1975.
184. Include courses on women's issues in university degree programmes.
185. Develop programmes at the secondary, tertiary and adult education levels to encourage a basic understanding of human rights, including the Universal Declaration of Human Rights and other relevant instruments. Such courses should stress the fundamental importance of the elimination of discrimination on the basis of race and sex.
186. Train guidance counsellors and teachers to assist girls and boys in choosing professions according to their personal capacities and not according to stereotyped sex roles.
187. Design and promote teacher training courses to alert teachers to the stereotyped assumptions which inhibit choice in school subjects and to the need to widen the options available to women and girls in their future training and occupational choices. Provide, whenever possible, counselling services for the benefit of parents, teachers and pupils as well as for workers and employers.
188. Encourage parity of men and women in teaching and administrative positions at all levels of education.
189. Identify the situational constraints on different culturally or socially underprivileged target groups (e.g. girls of school age who are not attending school, illiterate adults or adults who are engaged in home responsibilities and need additional or diversified education, working women of different age groups in rural and urban areas, mature women and immigrant women) and formulate and implement programmes for such groups.
190. Monitor programmes and take measures to improve the data on drop-out rates of girls and women and causes, course content and levels of skills acquired, in order to facilitate the introduction of remedial or accelerated measures and to generate greater commitment to the policy objectives within the system.
191. Where appropriate, provide for particular target groups, giving priority to those needing them most, counselling and supportive services and certain necessities (child-care, earning and learning schemes, transport, clothing, books, supplementary nutrition, reading centres, special tuition in basic subjects such as mathematics, scholarships and stipends and the like), based on situational analyses, and include resources for such services as priority items in educational budgets.
192. Provide for education for women in the context of life-long education in all major development sectors, in developed and developing countries, and take specific measures for the necessary funds and personnel.
193. Promote instruction and interdisciplinary research on women and the implications of the goals of the Decade as an input to the educational process,

particularly in institutions of higher and teacher education, in order to draw on the experience already acquired in some countries with women's status and to eliminate all attitudinal and conceptual biases and prejudices, especially those relating to class, that hinder understanding of the role and situation of women.

194. Urge Governments to encourage women to enrol in all their technical institutes and to promote, through every means available to them, the establishment of intermediate technical courses.

C. Priority areas requiring special attention

1. Food

Objectives

195. To enhance and stimulate the key role performed by women in all phases of the process of food production and their contribution to the economic and social development of their countries, at the same time raising their status.

196. To ensure proper planning of the agricultural production sector so that the agricultural output covers as a matter of priority the supply of products that are socially and nationally necessary for the nutrition and food requirements of women in rural areas.

Priority areas for action

197. Governments should adopt the necessary measures to:

(a) Promote the incorporation of women in all phases of the agricultural productive process, including post harvesting processing, up to and including the marketing of products;

(b) Provide women with the necessary skills and appropriate technology to enable them to participate better in the process of subsistence food production;

(c) Establish a link between food production and food consumption processes by providing information on the nutrients required for the development of the population and in particular of children and by making rural women aware of the need for proper nourishment. Eliminate inappropriate consumption patterns which have developed as a result of ignorance or manipulation by commercial advertising;

(d) Promote the participation of women, especially in rural areas, in agricultural policy-making, leading to the production of basic foods for family and national consumption;

(e) Ensure access to and use of appropriate technological model of agricultural production for both sexes without distinction;

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(f) Stimulate the participation and full voting rights of women in co-operatives and other forms of organization relating to the production, processing, distribution, marketing and consumption of basic food products;

(g) Ensure access for women in conditions of equality with men to financing mechanisms covering all phases of production, up to and including the marketing of food products;

(h) Support forms of marketing of basic foods for family consumption which will be conducive to the opening up of priority markets for the sale of their products.

2. Rural women

Objectives

198. Enhance the effective contribution of rural women to the economic and social development of their countries who are hampered by reason of their inadequate access to appropriate technology; by the inadequate social infrastructures in rural areas; as well as by the double workload they bear through their participation in working the land and their performance of household duties.

199. Improve the living conditions of women in rural areas, and to this end:

(a) Acknowledge the contribution which women make to the economic and social development of their countries, and take steps to ensure that rural women participate equally and effectively in the development process as beneficiaries and as agents for change by affording them participation as policy-makers, organizers and implementers of development programmes;

(b) Give rural women at all levels access to formal and non-formal courses in leadership and decision-making, as well as to programmes that teach skills appropriate to their lifestyle and skills which could be utilized, if necessary, for paid employment;

(c) Provide rural women with basic human needs including clean water supplies, effective sanitation, adequate food and nutrition, basic health services, shelter and appropriate fuel supplies. They should have access to formal and non-formal education programmes, which should be available at minimum cost and inconvenience to already overburdened women. They should also have assured access to technology at all levels, particularly in relation to food storage and preservation, transport and marketing and labour-saving tools and devices;

(d) Provide rural women access to improved transport and communication systems, and to all forms of media;

(e) Extend to all rural women free and equal access to credit facilities where these are available;

(f) Aid donor countries and recipient Governments should consult on ways of developing programmes at the village level to involve local women in their planning and implementation. Care should be taken to ensure that development assistance programmes do not exclude women from technological training.

Priority areas for action

200. Governments should adopt the necessary measures to:

(a) Eliminate from legislation on rural development, where necessary, provisions that discriminate against women;

(b) Make rural women aware of their rights and duties so that they can exercise and benefit from them;

(c) Ensure access for rural women to the use, enjoyment and development of land, in conditions of equality with men, by according to women the same practical and legal rights as those of men in access to ownership and the use and management of land, in the production of goods from land by means of agriculture or grazing and in the disposal of any such products or of the land itself;

(d) Allocate sufficient financial resources to carry out research, especially field research, which will provide a sound basis for initiating, expanding and strengthening concrete and integrated actions aimed at promoting the development of rural women and their integration in economic and social activity in rural areas;

(e) Examine carefully the possibility of devising statistics which measure rural women's contribution on an equal basis with men's, including labour in the sphere of agricultural production, unpaid family labour and food production for family consumption, as well as to monitor the impact of development so that negative and unforeseen consequences, such as increased workload and loss of income earning opportunities, can be identified;

(f) Provide rural women with the appropriate technology and suitable training to enable them to improve and promote their traditional small-scale in-home industries;

(g) Encourage the participation of rural women, in all forms of social organization of labour, with a view to their achieving, inter alia, control over their wage levels participation in the production process and greater equality in working conditions;

(h) Foster the effective participation of rural women in the cultural, political, economic and social activities of the community;

(i) Create and strengthen the necessary infrastructure to lighten the workload of rural women, through, inter alia, the application of appropriate technology but ensuring that such measures do not result in occupational displacement of women;

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- (j) Design and carry out literacy and training campaigns for specific rural areas promoting the effective participation of women in such campaigns;
- (k) Improve employment opportunities for women in agricultural and non-agricultural jobs in rural areas by providing training and ensuring an adequate allocation of material, technical and financial resources, so as to provide an alternative to migration to urban areas, ensure a balanced development in the other social services with a view to narrowing the existing development gap between rural and urban sectors thereby preventing migration and its harmful consequences.
- (l) Examine and strengthen rural women's participation and contribution in and benefit from development and diversification of the forest economy;
- (m) Establish special schemes to provide basic education for children and adults in remote, sparsely populated or very underprivileged rural areas, for example, by setting up children's hostels which provide board and lodging;
- (n) Increase rural women's access to rural services by broadening the range of agricultural training and extension programmes to support women's roles in activities of agricultural production, processing and marketing and by increasing the number of women in the training and extension programmes of development agencies at all levels;
- (o) Promote the processing of agricultural products by national, community, State or mixed enterprises; create jobs for rural women and families in the agro-industrial sector; and design and implement national plans for the development of the agro-industrial sector and rural industries.

3. Child care

Objectives

201. To develop or extend government-supported early childhood services appropriate to the individual family's needs.
202. Enable women, and especially working women, to discharge their responsibilities with regard to their children, and combine their work outside the home with their responsibilities as mothers. Special efforts should also be made to enable fathers to assume their share of family responsibilities.

Priority areas for action

203. Governments should adopt the necessary measures to:

- (a) Include provision of community-based, work-based and work-related child care services, out-of-school hours and holiday care, crisis care and care for those families engaged in shift work;
- (b) Improve the existing services by improving the competence of the persons

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providing them, the quality of the services provided, health conditions and the material aspects of the services;

(c) Create new services suited to the needs and conditions of working women and undertake the necessary studies to determine the real nature of those needs;

(d) Provide the necessary services at the lowest cost so as to match the resources and possibilities of women with limited incomes;

(e) Involve mothers in the planning of those services, and in their provision and assessment on a continuous basis so that they can be developed;

(f) Encourage child care centres in shopping centres to cater for occasional care needs.

4. Migrant women

Objective

204. Migrant women, including wage earners and the family of migrant workers, should have the same access to education, training employment and support and health services as the national population.

Priority areas for action

205. Governments should adopt the necessary measures to:

(a) Provide language and literacy training facilities in the community and at the work place. Access to these courses must be facilitated by income maintenance and child care services;

(b) Provide orientation and information programmes, including information on employment and training to all migrant women, in their own languages where necessary, to assist them to settle into the host country;

(c) Establish vocational training and counselling programmes, where necessary, including interpretation services;

(d) Ensure that social support and health services provide interpreters or bilingual workers;

(e) Encourage and assist union and employer organizations to inform migrant women about industrial legislation, procedures and rights;

(f) Provide culturally appropriate child care services to meet the needs of migrant and minority children and their families;

(g) Ensure migrant women, on a basis of equality with the national population, general education and vocational/professional training. Measures should be taken to improve the level of education and training of migrant women through languages

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and literacy courses upon arrival in the host country. Special education and training facilities should be provided for marriageable daughters of migrant workers who are of compulsory school age but who for various reasons do not attend school in the host country. Special attention should be given to reaching migrant women, for instance through the mass media, notably radio. Supplementary training and special guidance is necessary for social workers and teachers. In most cases these will, of necessity, have to be women;

(h) Ensure, on a basis of equality with the indigenous population, equal health care for migrant women. Measures should be taken to improve the health status of migrant women, paying special attention to stress-related ailments caused by differences in cultural, social and religious conditions. Provide additional training for domestic health care workers on the differing cultural and religious attitudes migrant women may have towards health and ill-health.

5. Unemployed women

Objective

206. Governments should take steps to ensure that unemployed women have access to secure employment.

Priority areas for action

207. Governments should adopt the necessary measures to:

(a) Provide formal and non-formal training and retraining to equip unemployed women with marketable employment skills. Such training should include personal and vocational development programmes;

(b) Guarantee to unemployed women social security benefits, adequate accommodation, and medical services on the basis of individual need.

6. Women who alone are responsible for their families

Objective

208. Governments should ensure that women who alone are responsible for their families receive a level of income sufficient to support themselves and their families in dignity and independence.

Priority areas for action

209. Governments should take the necessary measures to:

(a) Provide training and retraining for secure employment through programmes which must include income maintenance, child care, parental leave and personal and vocational development programmes;

(b) Assist women who alone are responsible for their families to obtain secure and appropriate accommodation;

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(c) Guarantee favourable access to finance and credit, medical and health services.

7. Young women

Objective

210. Promote specific Government policies for the education, health and employment of young women so that, in view of the role they play in revitalizing and carrying on systems of behaviour, attitudes and values, they receive the guidance and support they need, during the time when they are planning their future lives, to act wisely in crucial situations, such as the adoption of values and attitudes; the choice of a husband, the birth and raising of their first child; access to their first job; and election to office.

Priority areas for action

211. Governments should take the necessary measures to:

(a) Give special attention to the education of young women, who are the only human resource with a possibility of bringing about change in the future, with a view to ensuring that they are consciously involved in social and political development; that they enjoy and exercise the right responsibility, deliberately and willingly to found a family; and that they are given more and better opportunities to take part in the process of production;

(b) Give priority attention to young women in matters relating to food and health in general in order to improve the living conditions of present and future generations and to permit the exercise of the right to health.

Part Three: The Programme of Action at the international
and regional levels

IV. INTERNATIONAL TARGETS AND STRATEGIES

212. International targets and strategies both at the regional and the global levels must be based on a clear recognition that peace, security and national independence are essential prerequisites for an environment wherein the rights, responsibilities and roles of women can be promoted and the three objectives of the Decade - equality, development and peace - can be attained.

213. The perpetuation of global economic inequalities and economic dependence, which are the product of an economic system that is unfair and incompatible with the development of countries, slows down the process of development of all nations, particularly of the developing countries, and inhibits the full utilization of the material and human potentials of those countries, including women. The elaboration of an international development strategy for the third United Nations Development Decade, formulated within the framework of the new international economic order and directed towards the achievement of its objectives, is thus of fundamental importance for the achievement of the goals of the United Nations Decade for Women. It is essential to establish goals aimed at the assumption by women of full economic, political, cultural and social responsibility.

214. Progress towards disarmament can greatly contribute to the achievement of an adequate economic, social and cultural environment and enhance the development process through the reallocation of resources, particularly to the developing countries.

215. One of the concerns of the international community has been the need to restructure and reformulate the policies of the economic and social sectors of the United Nations system so that it can help speed up the establishment of the New International Economic Order, the development of developing countries, and the promotion of the goals of the United Nations Decade for Women.

216. The restructuring has taken into account the need for decentralization of certain activities and the strengthening of regional programmes, particularly in the areas of economic and technical co-operation, in advisory services and training and research, data collection and analysis. The past few years have also witnessed the formulation by the regional commissions of regional plans of action for the integration of women into development and programmes aimed at implementation of some of their provisions. Of utmost importance however is the need to integrate women at both regional and global levels into the priority areas mentioned above in a programme of concerted and sustained international action for the second half of the Decade and beyond, until the plans to attain women's integration in development are fully implemented.

217. Member States are increasingly looking to the United Nations and to organizations in the United Nations system to take more dynamic international action in promoting women's full and equal partnership in development, both as contributors

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and beneficiaries. This is evidenced by the increasing number of resolutions, plans and policy declarations. Commensurate with the need for more dynamic programmes and policies is the need for co-ordination of activities of the various organizations in the United Nations system as well as the appropriate institutional arrangements, within them, involving wherever necessary, structural transformations. There is also a need for the development of relevant methodologies for integration of women in all their programmes and activities. In line with the integrated nature of the development process itself and with the need to reduce both isolated actions and overlapping of activities, the Programme of Action aims also at greater cohesiveness and co-ordination of efforts between its various organizations.

218. The Programme seeks to outline essential strategies and broad areas for international action. International action in this context includes regional action. However, some recommendations are addressed specifically to regional commissions and to other relevant organizations in the United Nations system for action at the regional and subregional and national levels in order to assist Governments and supplement national programmes.

V. INTERNATIONAL POLICIES AND PROGRAMMES

219. All organizations in the United Nations system, in closer co-operation with relevant intergovernmental and non-governmental organizations, should support efforts towards establishing, strengthening and implementing national, regional and global programmes aimed at women's integration in development, revising and redefining if necessary development concepts, objectives and policies to achieve it. These programmes at the international level should take into full consideration the essential linkages in the development process at national, subregional and international levels, and with adequate feedbacks between institutions and machineries related to women and major planning units at all these levels.

220. In order to achieve the targets prepared for the third United Nations Development Decade, all development planning should take due account of the potential contribution and the interests of women. This consideration will lead to more appropriate development programmes which will increase productivity, whilst at the same time guarding against the possibility of any adverse impact which the transfer of technology and the redeployment of industry may have. Development projects should strongly emphasize the indigenous capabilities of the developing countries and enhance their creative capacity.

221. New approaches should be developed for increasing the mobilization of women's resources both for advancing their socio-economic status and increasing productivity. To this end, they should offer, inter alia, special incentives to develop co-operative movements particularly among women of the poorer sectors of society aimed at developing co-operative technology enterprises for community self-reliance in water, energy, health, sanitation and housing, day care centres, and other basic services.

222. Multilateral and bilateral development and other organizations as well as

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non-governmental organizations working in the field of development should continue to provide development assistance to programmes and projects of developing countries which promotes women's integration and participation in all aspects of the development process, also within the framework of technical co-operation among developing countries. In this connexion efforts should be made to fully utilize locally available expertise to project design and implementation and to ensure greater quality in the project results through, among others, flexible implementation procedures. These programmes and projects should inter alia focus on efforts to strengthen developing countries' capabilities to plan and implement programmes for women including capabilities to develop alternative technology, including research and application of renewable sources of energy.

223. The United Nations Voluntary Fund for the Decade for Women should continue to intensify its efforts to give special support to women most in need, and to encourage consideration of women in development planning. Contributions to the Voluntary Fund will need to be greatly increased during the second half of the Decade if demands now being made on its resources are to be adequately met. Adequate development funds should be available for activities specific to the acceleration of the full participation of women in economic and social development at national, regional and international levels.

224. Studies should be undertaken by the relevant United Nations organizations to identify new ways and means of facilitating the integration of women, especially of the poor sectors of society, into the mainstream of development including women workers in agriculture and industry. The ILO, in co-operation with pertinent bodies such as UNCTAD, UNIDO and FAO, should develop studies to assess the working and employment conditions of rural women with a view to assisting Governments to revise national and international policies concerning wage and labour policies as well as trade agreements and prices of those commodities where women's and men's wages are adversely affected by and also affect the exchange earnings of the developing countries as obtained from the export of such commodities. UNESCO, in co-operation with other relevant United Nations organs and organizations, should continue to prepare studies and sponsor projects with a view to assisting Governments to assess progress made and obstacles that women face in gaining access to and enjoying primary, secondary and post-secondary educational opportunities and to contribute to the development of research and teaching about women at the university level and in non-formal education. WHO, in co-operation with other relevant United Nations organs and organizations should continue to assess progress made and obstacles women face in gaining access to health care, particularly progress in the development of primary health care.

225. The United Nations Secretariat should undertake the compilation of comparative national legislations which are aimed at promoting sex equality. Such a compilation would assist in the introduction of new laws designed to integrate women into all fields of activities, by way of generating ideas and exerting persuasion. The compilation should be issued within the framework of the United Nations Legislative Series.

226. International and regional organizations should provide assistance, if requested, to national machineries for women, for improving their capabilities and resources to accelerate integration of women in the development process and take up programmes and projects for them.

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227. In the framework of bilateral development co-operation efforts should be made, in conformity with national priorities, to strengthen national programmes aimed at the full participation and integration of women in all aspects of development, including participation of women at the grass-roots level. In all bilateral development activities women should participate in the preparation and implementation of programmes and projects.

228. The special session of the United Nations General Assembly on economic development should take into full account the women's role in economic development; the forthcoming United Nations Conference on New and Renewable Sources of Energy, the programmes for the International Drinking Water Supply and Sanitation Decade, and other forthcoming international conferences should also take into account issues of particular interest to women.

229. The United Nations and its organizations should, in co-operation with national Governments, develop strategies to increase women's participation in the social, economic and political life, to ensure full and effective participation of women in all sectors and at all levels of the development process, including planning, decision-making and implementation, and in order to facilitate this, seek to:

- (a) Reduce the burden on women of tasks traditionally performed by them in the home and in food production and child care through appropriate technology and a fair division of labour between women and men;
- (b) Counteract factors which tend to keep girls and women out of schools and training centres;
- (c) Create new employment and occupational mobility opportunities for women;
- (d) Increase the economic returns to women for their labour, and implement the principle of equal pay for work of equal value;
- (e) Recognize the important contribution of women to economic development, raise the productivity of women's labour for their own benefit and the benefit of their own families, and at the same time undertake appropriate structural changes to prevent women's unemployment;
- (f) Recognize the vital role of women in agriculture and guarantee them equitable access to land, technology, water, other natural resources, inputs and services and equal opportunities to develop their skills;
- (g) Promote equal participation of women in the industrialization process, counteract possible negative effects of industrialization, and ensure that scientific and technological development will benefit both women and men;
- (h) Ensure women's active participation in and access to primary health care, considering their specific health needs.

230. International programmes and policies - including regional ones - are grouped into five areas. Each is covered below in a separate section.

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A. Technical co-operation, training and advisory services

231. Technical co-operation programmes for women should be conceived in the context of over-all development and not as welfare programmes.

232. Technical co-operation activities should be directed towards assisting and complementing Governments' efforts aimed at enhancing the development of human resources particularly among the most disadvantaged groups of population with a special emphasis on women.

233. All organizations of the United Nations system including the regional economic commissions should:

(a) Review existing and proposed plans and projects in this area with the aim of integrating the issues of concern to women in all programmes and projects in order to improve the effectiveness of those projects as well as to improve the status of women;

(b) Encourage and support Governments and non-governmental organizations, including research institutions, in elaborating appropriate technology projects and in identifying ways in which women can participate in and contribute to the effectiveness of development projects and improve their own economic and social condition;

(c) Organize seminars and workshops on the issues related to women and development and ensure that the topic of women and development be included in the substantive discussions of international conferences;

(d) Assist Governments in organizing more training courses with the assistance of the International Research and Training Institute for the Advancement of Women (INSTRAW) for improving women's planning, technical and managerial skills in different fields, especially of functionaries implementing programmes and policies for women. Promote fellowships and other special educational and training programmes to increase the capacity of women workers and planners so that they can gain better occupational and social status;

(e) Assist national and regional programmes benefiting women in rural areas. Programmes for women should be viewed as an investment in the process of development and women should be included as active participants in the design, planning and implementation of projects in all sectors and not simply as beneficiaries of services;

(f) Ensure that technical co-operation, training and advisory services by the organizations of the United Nations system should be in accordance with country objectives and with policies outlined in the world plan of action and the programme for the second half of the Decade.

234. UNDP should intensify its efforts to encourage and assist Governments to find innovative approaches to achieve their development goals through incorporating and benefiting women by:

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(a) Continuing its support for the Voluntary Fund for the Decade for Women;

(b) Continuing to promote regional, subregional and national projects through regional commissions, national machineries for women and research and training centres, especially activities enabling the innovation and development of new programmes in order to achieve the integration of women in development;

(c) Instructing resident representatives to include issues of particular interest to women in the country programming cycle, and to regularly monitor existing programmes and promote project development, co-ordination and co-operation among United Nations and other programmes which will contribute to the achievement of the goals of the Decade.

235. Governments should formulate, as part of their development co-operation policies, guidelines for the implementation of the programme of action for the second half of the United Nations Decade for Women.

Mobilization of human resources

236. Efforts should be intensified within the programmes of organizations of the United Nations system to involve more men in programmes for attitudinal change in all the relevant sectors, particularly employment, health, education, rural development and political participation. Men should be involved in health programmes to ensure that the responsibility of improving conditions of their families and communities is not the sole responsibility of women.

237. The effective participation of women particularly in the developing countries in the programmes of organizations in the United Nations system should be encouraged, including their participation in interregional and regional seminars and meetings.

238. Women at all levels especially those from grass-roots organizations should be encouraged to play a more effective role at the decision-making level in international organizations.

239. United Nations organizations and member States are urged to take the necessary measures to increase the proportion of women by nominating and appointing women, particularly from developing countries for posts in decision-making levels in secretariats and expert bodies. Member States are also urged to increase the proportion of women on their delegations to all United Nations meetings, including meetings of Preparatory Committees for International Conferences and to prepare women to take an active role in such Conferences. In this regard, Member States in co-operation with United Nations bodies should provide arrangements for developing items on women's issues to be included in the agendas of such conferences.

240. Reinforce efforts of Member States, with particular emphasis on developing countries, for the development and strengthening of endogenous capabilities and capacities for the elaboration of policies for science and technology and for their application for the solution of problems of development, with special emphasis on the disparities in the access of women to scientific and technical education and training.

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Assistance to women in southern Africa

241. The recommendations are addressed to United Nations organizations, the specialized agencies, Governments, international and regional intergovernmental organizations, women's and anti-apartheid groups, non-governmental organizations and other groups.

242. The assistance provided will be channelled through the southern African liberation movements recognized by the Organization of African Unity. It is divided into the following categories of assistance:

- (a) Legal, humanitarian, moral and political assistance to women inside South Africa and Namibia persecuted under repressive and discriminatory legislation and practices and to their families and to women in refugee camps;
- (b) Training and assistance to integrate women into positions of leadership and support within the national liberation movements in the struggle for liberation;
- (c) Training and assistance for women to play roles in all areas after liberation in the reconstruction of their respective countries;
- (d) International support for and co-operation with the southern African women's struggle;
- (e) To disseminate information about apartheid and racism and its effects on women in southern Africa in particular, and to involve all women in efforts to eradicate apartheid and racism and to promote and maintain peace;
- (f) To assist in the strengthening of women's sections where they already exist in the national liberation movements and the creation of such sections where they do not currently exist as a means of accelerating the achievement of equal opportunity for women and their full integration in national life. Such women's sections through the national liberation movements should, in consultations with the United Nations organizations, the specialized agencies, intergovernmental and non-governmental organizations, determine and make known their policy and programme priorities.

243. To call on Member States of the United Nations which have not yet done so to ratify the 1973 International Convention on the Suppression and Punishment of the Crime of Apartheid.

Assistance to the Palestinian women inside and outside the occupied territories

244. The United Nations organizations, its specialized agencies, United Nations organs and funds, Governments, international and regional intergovernmental organizations and other groups are called upon to provide assistance in consultation and co-operation with the Palestine Liberation Organization, the representative of the Palestinian people:

- (a) To undertake studies and research pertinent to the social and economic conditions of the Palestinian women with a view to identifying their specific needs

and to formulate and implement relevant programmes to meet their needs and to develop resources and potentialities of women;

(b) To provide legal, humanitarian and political assistance to Palestinian women in order to allow them to exercise their human rights;

(c) To establish, expand, and diversify educational and training programmes for Palestinian women with particular emphasis on expanding technical and vocational training;

(d) To safeguard and promote the Palestinian heritage and values as the core of the educational content with a view to preserving the Palestinian national identity;

(e) To eliminate all restrictive legal and social measures that hinder Palestinian women from having access to available employment opportunities and equal pay for equal work, and to provide them with equal training and employment opportunities so that they can contribute effectively to the formation of an integrated Palestinian labour force;

(f) To assist materially and technically women's organizations and associations, and to provide support to the General Union of Palestinian Women with a view to develop their institutional capabilities to undertake extension programmes, adult education and literacy programmes for women and child care services;

(g) To formulate and implement integrated health and nutrition programmes; to train Palestinian women in the various medical and paramedical professions and to strengthen existing health services provided by the Palestinian Red Crescent, particularly those related to maternal and child care;

(h) To collect and disseminate information and data about the effect of Israeli occupation on the social and economic conditions of the Palestinian women and their struggle for achieving self-determination, right of return, and right to national independence and sovereignty.

Assistance to women refugees and displaced women the world over

245. Humanitarian assistance to and resettlement of refugees, regardless of sex, race, religion or national origin, and wherever they may find themselves, is an international responsibility which all nations concerned should help bear. Because the overwhelming proportion of refugees are women, who generally suffer more radical changes in role and status than male refugees, the United Nations and other international organizations are urged to address themselves specifically to the problems and vulnerabilities of women.

246. The following recommendations are addressed to the United Nations High Commissioner for Refugees and, within their competence or special interest, the organizations of the United Nations system, specialized agencies, international, regional and intergovernmental organizations, non-governmental organizations, women's groups and all other relevant institutions, competent associations, and Governments.

247. The United Nations High Commissioner and other bodies mentioned in paragraph 184, as appropriate, in assisting women refugees, are requested to formulate specific programmes relevant to them in all phases of refugee life: relief, local integration, resettlement, and voluntary return to their homes. All Governments concerned are invited to help do this, thereby easing the burden on countries of first asylum in particular. Third countries should be urged to receive refugees for resettlement without discrimination on the basis of sex or lack of qualifications. There is a particularly urgent need for senior level responsibility for the special needs of refugee women, including monitoring, in the UNHCR and other agencies and organizations involved in refugee relief. These programmes should also apply to displaced women, wherever appropriate.

248. It should be recognized that in refugee situations and of displaced persons, women and children form the bulk of the refugees and have particular needs. Therefore special efforts are necessary to ensure their survival and well-being, and to prevent their abuse and exploitation. The traditional disadvantages of many women in society are intensified in refugee situations as well as for displaced persons. This must be recognized in formulating any programmes of assistance. The assistance provided through the United Nations High Commissioner for Refugees, or through bilateral intergovernmental channels as far as resources permit should include the following categories of assistance:

(a) Legal, humanitarian and moral assistance to women refugees ensuring for them the fullest respect for their human rights in accordance with the principles of the Universal Declaration of Human Rights and the Covenant on Civil and Political Rights, to prevent exploitation of their ignorance of their rights and of their comparatively weak positions;

(b) Special relief efforts directed to refugee women and children, and particularly to handicapped persons, to ensure that available aid reaches them;

(c) Assistance and counselling to women refugees at an early phase of their arrival in the country of asylum, with emphasis on the development of self-reliance;

(d) Special health care measures and health counselling including family planning services on a nationally acceptable and voluntary basis for women refugees, as well as supplemental feeding programmes for pregnant and lactating women, provided through means relevant to their culture and traditions, and by women medical workers where necessary;

(e) Training and educational programmes, including orientation, language and job training, designed to facilitate the necessary adjustments of women refugees to their new life and the preservation of their cultural links with their country of origin;

(f) Special efforts to facilitate family reunion and support for tracing programmes;

(g) Skill development programmes for refugee women so that they may learn to employ their potential for income-earning activity;

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(h) The UNHCR should encourage Governments in whose territory abuses of women refugees take place to bring to justice the perpetrators of such abuses. Host country Governments should be encouraged to allow sufficient international personnel in refugee camps to discourage exploitation or any attacks upon women refugees.

249. Assistance should be provided in strengthening the counselling programme for women refugees, both in rural settlements and urban centres, and the design of special social work programmes to reach women refugees, where such programmes do not at present exist. Special orientation programmes should be provided for women refugees awaiting resettlement in third countries.

250. The role of women refugees in the operation and administration of refugee camps should be substantially expanded, including distribution of food and other supplies, and the design of training and orientation programmes. The UNHCR is urged to develop policies which actively involve refugee women in self-help programmes in an effort to fully utilize their skills and talents.

251. The United Nations system should give high priority in its public information activities to the need to assist refugee women and children the world over.

B. Elaboration and review of international standards

252. Every effort should be made by the United Nations and organizations in the United Nations system to encourage Governments:

(a) To sign and ratify or accede to the Convention on the Elimination of All Forms of Discrimination against Women adopted by the General Assembly in its resolution 34/180, of 18 December 1979, so that it will come into force at an early date within the period of this programme;

(b) To sign and ratify or accede, if they have not yet done so, to all conventions of the United Nations and specialized agencies which relate to women. 1/

253. The Committee on the Elimination of Discrimination against Women should keep under review the reporting systems under the Convention on the Elimination of All Forms of Discrimination against Women once it comes into force. The Commission on the Status of Women should keep under review the reporting system for the implementation of the World Plan of Action and the implementation of the Programme for the second half of the Decade.

254. The United Nations and organizations in the United Nations system should, in the formulation of international standards in areas where they do not exist, take into account the needs of women.

1/ See, for example, Human Rights: A Compilation of International Instruments, New York, United Nations, 1978; and International Labour Organisation, International Labour Conventions and Convention on the Elimination of All Forms of Discrimination against Women, United Nations, New York, 1979; and Covenant on Civil and Political Rights.

255. The specialized agencies should submit reports on the implementation of the Convention in areas falling within the scope of their activities, when requested to do so, and should attend the meetings of the Committee on the Elimination of Discrimination against Women when invited to do so.

256. Measures should be taken by bodies and organizations in the United Nations system, particularly UNCTAD, UNIDO, the Centre on Transnational Corporations, the International Labour Organisation and the Food and Agriculture Organization of the United Nations to include specific provisions relating to women in the International Code of Conduct for transnational corporations and on the transfer of technology aimed at diminishing any adverse effects of redeployment of industry and technology.

C. Research, data collection and analysis

257. The United Nations, the specialized agencies, and the regional commissions should give high priority to undertaking multisectoral and interdisciplinary action-oriented research in relevant and important areas where information does not already exist on the ways of integrating women in development, with a view to formulating development objectives, strategies and policy measures responsive to the needs of women and men. Such research should utilize existing institutions such as the United Nations Institute for Research and Training for the Advancement of Women as well as more use of joint institutions which deal with questions concerning status of women. The research should be aimed at developing effective methodologies of planning for women's development and at evaluating the participation of women in the informal sectors of the economy; the health status of women, the double burden of working women and data on the degree of absence of women because of maternity, educational opportunities or lack thereof for women, in particular factors contributing to illiteracy, full access of women including drop-outs among the female population to all types and all levels of education, the conditions of the female-headed household, the participation in the formal sectors of the economy, political participation and the nature of the contributions of women's organizations. Emphasis should also be given to fuller and more systematic analysis of all the interrelationships between women's roles in development and demographic phenomena. Research should also be conducted on employment opportunities projected for a period of five or ten years after the Decade for Women, and on training/educational programmes that will meet the need for the specific work force so identified.

258. Taking into consideration that international migration has become an enduring process in the labour market, the special problems of migrant women, as related to their economic functions, legal and social status, difficulties arising from language barriers and the education of the second generation deserve special attention. The ILO, in co-operation with relevant bodies such as UNESCO, FAO and WHO should continue and develop studies to assess the employment, health and educational conditions of migrant women with a view to assist Governments in viewing their national and international policies concerning employment, social security, housing, social welfare policies, and the preservation of the cultural heritage as well as the impact of mass media for supportive channels of information for migrant women.

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259. The United Nations, in close collaboration with specialized agencies and regional commissions and on the basis of the work done by INSTRAW, should prepare and make available compendiums of statistics on women, containing the most recent data, time-trend analysis where available, as well as national and international measures designed to improve the situation of women. The Directory of International Statistics, prepared by the Statistical Office, Department of International Economic and Social Affairs of the United Nations Secretariat, should include a special section indicating where relevant data exist by which progress toward equality between the sexes can be monitored.

260. The Sub-Committee on Statistical Activities of the Administrative Committee on Co-ordination, in agreement with INSTRAW, should, as soon as possible, include in its programme of work consideration of statistics relating to women and develop short- and long-range goals for improving the quality and relevance of data pertaining to the conditions of women. Such discussions should include plans to update data concerning women with a particular emphasis on the development, evaluation and updating of estimates and projections of the participation of women in all areas of national life.

261. The United Nations should, in close collaboration with the specialized agencies, the regional commissions and national Governments encourage statistical operations and practices that are free from sex-based stereotypes and appropriate research methodology that would have relevance to the participation of women in development and equality between the sexes.

262. The United Nations, with the concerned specialized agencies, should pay special attention to the industries in which the overwhelming majority of employees are female, analyse the causes of their existence and the possibilities of new technological patterns leading to deep changes in the respective branches.

263. At the regional level the regional commissions in collaboration with the specialized agencies should:

(a) Assist the countries of the region to establish indicators by which progress toward equality between the sexes can be monitored. In establishing such a set of indicators, Governments should be advised to take into account the social and cultural realities of the country, the current state of the country's statistical development as well as their individual policy priorities;

(b) Prepare for each region an inventory of social, economic and demographic indicators relevant to the analysis of the status of women in the region. For a better evaluation of development programmes, the utilization of, and access to, such data should be ensured;

(c) Assist countries in the development of surveys carried out as part of the national household surveys capability programme including batteries of questions of special relevance to the participation of women in development and equality between the sexes;

(d) Increase their level of investment in long-range fundamental research on women and development, without violation to national priorities, so as to provide a sound scientific base for development planning.

D. Dissemination of information and experience

264. The respective specialized agencies of the United Nations, during the second part of this Decade, should give special consideration to the conditions of work of women, including the problems of working hours and working norms for women, and bring their conclusions to the attention of member States.

265. The United Nations and UNESCO should ensure the inclusion of women in the current work undertaken in preparation for the new international information order as both recipients and participants in information systems in which their problems and issues are considered. In the definition of new communication policies the participation of women and their positive and dynamic image must be emphasized.

266. The United Nations system should ensure that women's issues form an integral part of the existing international information systems and data banks (such as AGRIS, INRES, INTIB, DIS), particularly ISU information system unit within the Department of International Economic and Social Affairs, in order to facilitate free exchange of experience and knowledge among international organizations and their member States.

267. The Joint United Nations Information Committee (JUNIC) in carrying out its responsibilities for programmes of social and economic information should:

(a) Ensure that the annual JUNIC plans of action take into consideration issues and topics of particular interest to women, matters which particularly affect women, as well as their participation in information activities such as press, publications, radio programmes, film and television projects, reportage of field trips, seminars, etc.;

(b) Advocate that an information component be built into projects such as those assisted by the Voluntary Fund for the Decade and by other organizations of the United Nations system, and which would be disseminated by the Department of Public Information, specialized agencies etc.;

(c) Ensure that guides and directories of the United Nations Information Centre contain relevant data and information about programmes and activities of the United Nations relating to women.

268. The United Nations and other organizations in the United Nations system such as UNCTAD, UNDP, UNFPA, UNEP, UNIDO, UNICEF, UNITAR, the ILO, FAO, UNESCO, WHO, and WFP should include in their publications, media support activities, training programmes and seminars etc., specific guidelines on issues and topics of particular interest to women and those in which women could be successfully integrated. In particular, United Nations agencies concerned with development, education, employment, health, population, food production etc., should increase their information output on matters affecting women especially in developing countries with emphasis on reaching mass audiences in rural and isolated regions and countries where women tend to be cut off from the main media channels.

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269. In its programme on major political, economic and social issues as well as on human interest stories, United Nations radio should include contributions and participation of women in all these areas. The present weekly radio programme on women should be continued through the Decade or longer as the need may be with adequate provision being made to adapt it in different languages and distribute it more extensively. Co-production agreements between United Nations visual service and local networks to expand the number of films on United Nations topics should include co-production with women producers in developing countries on films related to women's issues.

270. The United Nations should issue booklets, pamphlets and publications with periodic progress reports on Decade activities and encourage the exchange of information and experience between women in Member States through study visits and the distribution of publications. The United Nations Handbook on the New International Economic Order should include data and information on aspects of women's participation. The Development Forum and other publications should contain items related to the Decade. The United Nations information centres should improve their library materials on women and disseminate information on women more actively, especially in developing countries. Information on women should be on the agenda of the meeting of the UNIC directors for the duration of the Decade.

271. The United Nations and organizations of the United Nations system dealing with development should strengthen their information component relating to women in development and highlight the communication component of development projects. Well-documented and built-in communication components should be included in all development programmes or projects for the integration of women in development and more adequate evaluation of the uses of media in development support to spread knowledge and increase the possibility of transfer. The United Nations and organizations of the United Nations system should collect and disseminate information on training programmes in development communication with special reference to programmes for women.

272. Information including detailed bibliographies of studies and other materials produced by the United Nations and its specialized agencies on women in the development process should be widely distributed to member nations and appropriate private research organizations to facilitate access to such information.

E. Review and appraisal

273. The United Nations system should continue to carry out a comprehensive and critical biennial review and appraisal of progress achieved in implementing the provisions of the World Plan of Action and of the programme of the second half of the Decade. The central role in the carrying out of this review and appraisal should be played by the Commission on the Status of Women. The reporting system as well as the measures for dissemination of information should be designed for the effective use of the result of monitoring by all bodies concerned.

274. The Commission on the Status of Women and the Branch for the Advancement of Women should be strengthened by resetting priorities within existing budgetary

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resources. The integrated reporting system should be improved, as should the Commission's ability to consider communications and the capacity for publicizing its work.

275. With a view to achieving the full integration of women into the over-all development planning of the United Nations, the review and appraisal of progress made in implementing the World Plan of Action and the Programme of Action for the second half of the Decade should be part of the procedures for the review and appraisal of progress made in the implementation of international development strategy for the third United Nations Development Decade.

276. The specialized agencies and organizations of the United Nations system as well as other relevant intergovernmental and non-governmental organizations should consider the Plan of Action for the second half of the Decade and assist in its implementation.

277. The existing special mechanisms within the United Nations bodies and existing specialized agencies should be strengthened to implement the Plan of Action, to increase the incorporation of women's needs into all their programmes and activities and also to increase women's participation in and benefit from those programmes and activities.

278. The secretariats of all organizations within the United Nations system as well as of relevant intergovernmental and non-governmental organizations should amend their recruitment, training, promotion and remuneration policies as necessary in order to ensure equal treatment and status for men and women employed by the organizations whether as temporary, fixed-term or permanent employees or as consultants. Such organizations should, when requesting data on women's employment from member countries with a view to publication, provide and publish comparable data on the situation as regards women's employment within the organization concerned.

279. Guidelines should be established wherever they do not already exist for the study of programmes and projects in respect of their likely impact on women, and measures for monitoring and evaluating such programmes with respect to their benefits to women should be taken.

280. Co-ordination and co-operation among the specialized agencies and United Nations bodies should be effected by increasing use of the Inter-Agency Programme for the Decade of Women and of the Branch for the Advancement of Women.

281. The regional commissions in their periodic reviews and appraisals submitted to the Economic and Social Council should report fully on specific aspects of the situation of women in every sector of their development programmes based on replies to the questionnaire on the implementation of the World Plan of Action and the Programme of Action for the second half of the Decade. These should be supplemented by appraisals of specific sectors undertaken by the regional commissions and specialized agencies, reports of relevant regional meetings of the United Nations and other documents and independent research.

282. Regional commissions should submit reports regularly to the Centre for Social Development and Humanitarian Affairs of the United Nations Secretariat on this programme as part of the over-all review and appraisal of the World Plan of Action. There should be a close co-ordination of the regional programmes for the advancement of women with United Nations Headquarters to ensure a better use of resources.

283. Regional commissions should ensure that the high-level regional intergovernmental and expert meetings which they periodically convene should include in their over-all periodic appraisal, an assessment of the situation of women as a fundamental prerequisite for planning action programmes to meet the objectives of the third development decade and the New International Economic Order.

284. Special efforts should be made by the United Nations and regional commissions to provide assistance to Member Governments which have difficulty in providing resources to complete the questionnaire and submit data required for review and appraisal.

VI. REGIONAL POLICIES AND PROGRAMMES

285. The international policies and programmes outlined above have clear application at the regional level and should also be regarded as regional priorities. In addition, the regional commissions in co-operation with the regional offices of the specialized agencies have specific responsibilities to provide assistance to Governments and non-governmental organizations for developing policies, strategies and programmes for the second half of the Decade in the light of the review and appraisal of progress achieved in the first half.

286. The strengthening of appropriate regional action programmes for women should be based on the development of co-operation between the countries of the region with the aim of promoting the principle of self-reliance. The formulation of regional policies and programmes is a multidimensional process requiring the adoption of action-oriented measures that are both bilateral and multilateral in scope and which require an increase in financial, technical and personnel resources to implement effectively regional programmes and priorities. To this end, regional commissions should adopt the following measures:

(a) Integrate the recommendations of this programme into the work programme of their respective sectoral units so that its implementation contributes to the development strategy of the third United Nations Development Decade;

(b) Promote fellowship and other special training programmes, particularly in the tertiary sectors which comprise the majority of the female labour force both in rural and urban areas, so that they can also improve and/or gain better occupational and socio-economic status;

(c) Strengthen the information and data collection systems with a view to providing better analysis of data on the situation and work of women, including, in particular, improved national, regional and subregional reviews of progress achieved in the implementation of this programme of action; and providing a basis for more effective advisory services to Governments regarding programmes for women;

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(d) Intensify their activities in promoting adequate national social infrastructure allowing women and men to discharge their dual role in the family and in society;

(e) Undertake "skilled womenpower" inventories at national, subregional and regional levels so that trained women can have equal opportunities to be recruited in jobs related to main areas of the development process at national, regional and international levels.

Institutional arrangements

287. Measures should be taken for:

(a) Strengthening the offices of the regional commissions by recruiting women for posts at a high level of decision-making and responsibility. Such posts should include those of programme officers provided for in regular budgets and not only from extrabudgetary sources, and charged with implementing the programmes for the second half of the Decade. The regional commissions should establish posts at a high level to co-ordinate and implement policies and programmes relating specifically to the status of women;

(b) The reinforcement of the regional centres for research and training.

A N N E X I I

Resolution XXXVII

International Women's Year, 1975

The XIX Pan American Sanitary Conference,

Recognizing the importance of 1975 as International Women's Year and the interest expressed by many of the Member Governments in participation therein;

Noting the official emblem adopted for the International Women's Year, consisting of a stylized dove, the biological symbol for woman, and the mathematical sign for equality, which will be used on posters, banners, mastheads, postage stamps, and other material connected with the activities of the International Women's Year;

Recognizing the importance of equality of women and men in all facets of human life but especially in the working environment;

Recognizing the importance of women in the promotion of peace, economic and social development plans, and population programs; and

Noting the need to improve the status of women in developed and developing countries alike,

Resolves:

1. To endorse the emphasis given by the United Nations, in declaring 1975 International Women's Year, to the role of women in society and to the contribution they can make to the political, economic, and social sectors, including that of health.

2. To call attention to the importance of including women in policy-formulating positions and when appointing public health administrators and other health officials in both international and national health programs.

3. To urge the Governments to undertake education programs designed to encourage acceptance of the changing role of women.

4. To request the Director of the Bureau to report to the 74th Meeting of the Executive Committee and the XXIII Meeting of the Directing Council on action underway to promote the participation of women in the activities of the Organization generally and in relation to International Women's Year specifically.

*(Approved at the eleventh plenary session,
10 October 1974)*

Resolution X

International Woman's Year

The Directing Council.

Bearing in mind Resolution XXXVII⁶ of the XIX Pan American Sanitary Conference which, in connection with the International Women's Year, urged the Governments to promote greater participation by women in the formulation of health policies and the administration of health programs, and considering Resolution XXXII⁷ adopted by the Executive Committee at its 74th Meeting;

Having examined the report of the Director (Document CD23/17, Rev. 1) which gives an account of the activities carried out by PASB during the International Women's Year, including its participation in the Conference at Mexico City and in similar meetings organized in various countries in the Region;

Recognizing the special efforts which have been made at the different levels of PASB to analyze the role and status of women as staff members, without discrimination of any kind;

Recognizing that the objective of the International Women's Year is to promote equality as well as to change traditional attitudes and to integrate women into the developmental process, especially through greater participation in planning, decision-making, and implementation of policies adopted; and

Noting the dearth of women in decision-making positions in the health sector and the need to obtain more accurate data regarding opportunities for women in that sector, and particularly in PAHO,

Resolves:

1. To thank the Director of the Bureau for the report presented (Document CD23/17, Rev. 1).

2. To urge the Governments to assign high priority to the promotion and protection of women's health, together with employment and educational opportunities, and particularly to meeting their needs in the rural areas, in order to ensure their own welfare and that of their families.

3. To urge the Governments to give high priority to the inclusion of women in the planning, decision-making, execution, and evaluation phases of health programs at all levels, and to promote increased participation by women in the meetings of the Governing Bodies of the Organization.

4. To urge Governments to improve the information available on participation by and opportunities for women in the health sector, to make every effort to review the matter of utilization of women in the sector, to design and institute career paths and training patterns, and to set up the necessary administrative machinery to achieve the desired integration.

⁶*Ibid.*, pp. 78-79.

⁷Official Document PAHO 138 (1975), 4.244.

RESOLUTION X (cont.)

5. To recommend to the Governments that they develop the necessary machinery for ensuring the creation or improvement of public or private institutions to take responsibility for the care of children of working mothers during working hours and endeavor to improve the health, educational, and nutritional conditions of the children in their care, special emphasis being placed on the desirability of locating such institutions as close as possible to places of work (factories, industrial plants, etc.).

6. To recommend to the Director that the Organization:

- a) Provide the necessary assistance to the countries in obtaining data concerning the participation of women in health occupations throughout the Region;
- b) Encourage greater participation by women in the health sector;
- c) Take positive action to establish an active policy of recruitment, promotion, and training of women for professional and other posts, including participation in the planning, decision-making, execution, and evaluation phases of health programs at all levels, and increased representation of women at the decision-making levels in the Pan American Sanitary Bureau; and
- d) Present a report on the measures taken and the progress achieved in these areas to the 76th Meeting of the Executive Committee and to the XXIV Meeting of the Directing Council.

*(Approved at the eighth plenary session,
2 October 1975)*

Resolution XXV

International Women's Year, 1975

The Directing Council,

Bearing in mind Resolution X¹⁶ approved by the Directing Council at its XXIII Meeting, and also Resolution XV¹⁷ approved by the Executive Committee at its 76th Meeting;

Having examined the report of the Director (Document CD24/17), which gives an account of the activities carried out by PASB during the International Women's Year and the strategy for the next decade;

Taking note of the resolution approved by the United Nations General Assembly at its thirtieth session proclaiming the period from 1976 to 1985 United Nations Decade for Women: Equality, Development, and Peace; and

Considering that the United Nations General Assembly decided to convene in 1980, at the mid-term of the proposed decade, a world conference to review and evaluate the progress made in implementing the objectives of the International Women's Year, as recommended by the World Conference of the International Women's Year,

Resolves:

1. To thank the Director and his staff for the information on questions relating to the status of women in the Region and within the Bureau.
2. To urge the Governments to examine the recommendations contained in the World Plan of Action and in the Director's report and establish short, medium and long-term targets and priorities for carrying out the relevant programs.
3. To recommend to the Director that the Organization:
 - a) continue to provide the countries with the cooperation they need in carrying out programs designed to improve the health and well-being of women and expand their participation in health promotion activities;
 - b) establish machinery and procedures for the ongoing evaluation of those programs;
 - c) strengthen activities and programs aimed at promoting participation by women at the decision-making level in the Bureau.
4. To request the Director to report on the progress made in this direction to the Executive Committee at its 82nd Meeting and to the Directing Council at its XXVI Meeting, in 1979.

*(Approved at the thirteenth plenary session,
6 October 1976)*

¹⁶PAHO Official Document 139 (1976), 49-51.

¹⁷PANU Official Document 144 (1976), 31.

86th Meeting of the Executive Committee

RESOLUTION XXIX

FIVE-YEAR REGIONAL PLAN OF ACTION ON WOMEN IN HEALTH AND DEVELOPMENT

THE EXECUTIVE COMMITTEE,

Taking into account that Resolution XVII of the XXVII Meeting of the Directing Council called for the development of a Plan of Implementation based on the World Plan of Action but specifically oriented to the health needs of this Region;

Noting that the Special Subcommittee of the Executive Committee met and prepared a draft Five-Year Regional Plan of Action on Women in Health and Development; and

Having reviewed and revised the draft Five-Year Regional Plan of Action on Women in Health and Development,

RESOLVES:

1. To thank the Director for calling the meeting of the Special Subcommittee of the Executive Committee on Women in Health and Development.

2. To approve the Five-Year Regional Plan of Action on Women in Health and Development as revised by the 86th Meeting of the Executive Committee.

3. To increase the composition of the Special Subcommittee established by Resolution XVII of the XXVII Meeting of the Directing Council to three members, who shall be appointed for overlapping periods of three years.

4. To recommend to the XXVIII Meeting of the Directing Council that it approve the following resolution:

THE DIRECTING COUNCIL,

Recognizing the importance of actively involving women in all levels of development, particularly in light of the health goals and priorities of the second half of the United Nations Decade for Women;

Acknowledging the need to make equal opportunities available to women in policy-making, professional, managerial and technical positions in the health sector so that they may participate fully in decisions relating to the pursuit of health for all by the year 2000 at the national, subregional and regional levels;

Noting the importance of women in all activities developed to achieve the goal of health for all by the year 2000;

Complying with Resolution XVII of the XXVII Meeting of the Directing Council, which called for the development of an Implementation Plan based on the World Plan of Action but specifically oriented to the health needs of this Region;

Having reviewed the draft Five-Year Regional Plan of Action on Women in Health and Development prepared by the Special Subcommittee of the Executive Committee on Women in Health and Development and revised and approved by the Executive Committee;

Mindful of the importance of the integration of the Five-Year Regional Plan of Action on Women in Health and Development into the Plan of Action to provide health for all by the year 2000; and

Noting that the objectives of the draft Five-Year Regional Plan of Action on Women in Health and Development are in accordance with the focus on health as part of overall development,

RESOLVES:

1. To thank the Special Subcommittee of the Executive Committee on Women in Health and Development, in cooperation with PASB, for the preparation of the draft Five-Year Regional Plan of Action on Women in Health and Development.

2. To adopt this Plan as revised by the 86th Meeting of the Executive Committee as the Five-Year Regional Plan of Action on Women in Health and Development.

3. To recommend that Member Governments:

- a) Adopt the Five-Year Regional Plan of Action on Women in Health and Development and establish appropriate mechanisms for its successful implementation during the second half of the United Nations Decade for Women;
- b) Integrate the activities of the Five-Year Regional Plan of Action on Women in Health and Development into the national plans of action and activities being developed to attain health for all by the year 2000, and into emerging socioeconomic development policies, to ensure that the particular needs and requirements of women are incorporated in an ongoing manner and that the health levels of women are substantially improved;

- c) Establish appropriate means to measure success in overcoming factors that inhibit equal opportunity for women in health and development activities.

4. To request that the Director:

- a) Ensure the integration of the Five-Year Regional Plan of Action on Women in Health and Development into the Regional Plan of Action being developed to reach the goal of health for all by the year 2000;
- b) Provide cooperation and support at regional, subregional and national levels for the implementation of the Five-Year Regional Plan of Action on Women in Health and Development;
- c) Take responsibility within his Office to establish mechanisms for implementing those actions addressed to the Secretariat in the Five-Year Regional Plan of Action on Women in Health and Development;
- d) Present an annual report to the Directing Council on the progress achieved in conducting the activities proposed in the Five-Year Regional Plan of Action on Women in Health and Development and present a report to the XXX Meeting of the Directing Council on the achievements toward reaching the goals of the Decade.

(Approved at the twelfth plenary session,
29 June 1981)

A N N E X I I I



DIRECTING COUNCIL

PAN AMERICAN
HEALTH
ORGANIZATION

XXVII Meeting

REGIONAL COMMITTEE

WORLD
HEALTH
ORGANIZATION



XXXII Meeting

RESOLUTION XVII

WOMEN IN DEVELOPMENT

THE DIRECTING COUNCIL,

Recognizing that health is an integral part of development, and that for the achievement of health for all by the year 2000, women must be actively involved in the development process;

Considering that the health goals and priorities of the 1975 United Nations World Plan of Action remain valid and represent basic aspirations of Member Governments;

Recalling that the World Conference of the United Nations Decade for Women held in Copenhagen in 1980 reported that insufficient progress has been attained at the mid-point of the Decade to achieve the objectives set forth by the Governments for improvement in the status of women;

Bearing in mind Resolution XXXVII of the XIX Pan American Sanitary Conference, Resolution X approved by the Directing Council at its XXIII Meeting, and Resolution XXV approved by the Directing Council at its XXIV Meeting;

Having reviewed the report of the Director (Document CD27/33), which describes the activities of the PASB in relation to women in health during the first half of the Decade for women;

Noting that although there has been some progress, much more remains to be achieved in advancing the status of women as well as their placement in decision-making positions in the health sector and in PAHO; and

Considering that in many countries the basic problem of inequality in opportunities for women as well as discrimination against them in all fields result from the traditional orientation of life style and education which give preferential placement to men,

RESOLVES:

1. To thank the Director for the review of the status of women in the Region and within the Bureau.

2. To urge the Governments to renew their commitment to the goals of the Decade for Women and to provide for the specific physical and mental

health and development needs of women through effective national and international actions to develop and implement Primary Health Care throughout the Region.

3. To further urge that Governments introduce in their basic educational programs the concept of equality between sexes with the aim of eliminating prejudice and discrimination against women.

4. To recommend that Governments, with assistance from PAHO, give increased attention to the special needs of disabled women of all ages for medical and social rehabilitation, particularly during 1981, the International Year of the Disabled.

5. To recommend that a special subcommittee of the Executive Committee be established which, with the cooperation of PASB, should examine the World Plan of Action proposed by the Copenhagen Conference and develop a Plan of Implementation specifically oriented to the health needs of this Region, and to seeking solutions to the obstacles which interfered with the progress in the first half of the Decade, and that this Plan, after its review by Member Governments, be presented to the 86th Meeting of the Executive Committee in June 1981.

6. To further recommend that the special subcommittee of the Executive Committee, mentioned in paragraph 5, continue to monitor the progress in the implementation of this Plan of Action and the achievement of the goals of the Decade.

7. To encourage the Governments to make it possible for women to have an active role in health development, particularly at the decision-making and planning levels, and to provide facilities for training them for appropriate positions.

8. To recommend that Governments promote development of technologies, appropriate to ease the burden of families in household activities, water supplies, and food production and preparation.

9. To recommend that Governments consider the development of community projects with active participation of women aimed at accomplishing the goals of the Decade.

10. To recommend to the Director that the Organization:

10.1 Cooperate with Member Governments in the development of plans of action which incorporate women in decision-making positions at all levels.

- 10.2 Strengthen its coordinating mechanism with other organizations of the Inter-American System and the United Nations System to avoid duplication of efforts and to utilize the available resources most effectively.
- 10.3 Provide technical cooperation in the development of educational material aimed at enhancing women's role in health and community development.
- 10.4 Provide technical cooperation in identification and formulation of projects that involve women's active participation in health and community development.
- 10.5 Intensify the selection and recruitment of women for professional posts, including those at the highest levels, and to promote leadership abilities of women within PAHO, particularly in policy making positions.
- 10.6 Further develop a focal point at the highest level of the Bureau to ensure that women's needs and roles are adequately considered in the formulation and implementation of health programs and to encourage the enhancement of the status of women within the Bureau, utilizing mechanisms such as career counselling and inservice training.
- 10.7 Present a report on the progress achieved in these areas to the XXX Meeting of the Directing Council.

(Approved at the twelfth plenary session,
30 September 1980)

A N N E X I V

The following are priority target groups for program concentration, based on recommendations from the UN World Program of Action, the PAHO resolution on women in development and in light of the needs of this Region:

- Recipients of health services:

1. Adolescents
2. The elderly
3. Disabled
4. Displaced
5. Refugees
6. Immigrants
7. Unemployed
8. Women working in the service sector of the economy.
9. Women living alone.
10. Women heads of household
11. Women of reproductive age
12. Working women and those in high-risk occupations
13. Pregnant and lactating women
14. Orphans

- Promoters of health and providers of health services:

1. Community leaders
2. Leaders of grass roots organizations
3. Providers of health care
4. At decision-making levels in health.
5. At PAHO/PASB

A N N E X V

TIMETABLE FOR IMPLEMENTATION OF THE FIVE-YEAR REGIONAL PLAN OF ACTION FOR WOMEN IN HEALTH AND DEVELOPMENT

[illegible]

	1981	1982	1983	1984	1985
ACTIVITIES	JFMAMJJASOND	JFMAMJJASOND	JFMAMJJASOND	JFMAMJJASOND	JFMAMJJASOND
4.1.1 Design and disseminate adult learning packages that include: functional literacy for productive activity; emphasis on and recognition of the role women play in the health and development process; maternal, child and family health; nutrition; sanitation; disease control and prevention; techniques of community organization; and teaching techniques so parents can more effectively carry out their roles as health educators.					
4.1.2 Integrate information on disease prevention and control into formal and nonformal education systems, as well as into other established systems in which women and future parents participate regularly through participatory education practices.					
4.1.3 Develop and improve health education programs and community development models to utilize essential primary health care community members, many of whom are women, such as community health workers, elderly women, traditional medical practitioners, healers and birth attendants, and develop non-formal educational programs and materials.					
4.1.4 Develop and improve training programs for personnel working in health and development programs to include techniques of health education and community participation, and promote positive traditional health practices and appropriate technologies that will increase women's participation in self care.					

ACTIVITIES	1981	1982	1983	1984	1985
	JFMAMJJASOND	JFMAMJJASOND	JFMAMJJASOND	JFMAMJJASOND	JFMAMJJASOND
4.1.3 Promote self breast examinations among women, particularly those over the age of 45, and routine pelvic examinations from the onset of sexual activity.	■	■	■	■	■
4.1.4 Disseminate information on the latest technical advances in female-related cancers to personnel throughout the Region.		■	■	■	■
4.1.5 Incorporate into the health care of adolescents counseling on sexual growth and development, sexually-transmitted diseases and family life and family planning, in accordance with the policy of the national government, and provide counseling and health services on the problems of orphans.		■	■	■	■
4.1.6 Develop model programs for early childhood stimulation to prevent sociocultural deprivation, and appropriate mechanisms for identification and care of high-risk mothers and children, so as to promote their normal physical, mental and social development.		■	■	■	■
4.1.7 Include in the training of general practitioners basic diagnostic and crisis intervention treatment techniques for problems resulting from covert depression, especially in women, such as alcohol and drug dependency, suicide and psychological problems resulting from changing roles of women due to urbanization and industrialization.		■	■	■	■
4.1.1 Develop programs to improve the quality, availability, preparation, preservation, handling, national use and distribution of food, especially that grown locally. Provisions should be made to ensure an adequate supply of iron, iodine and other vitamins and minerals essential to female health and normal fetal development.	■	■	■	■	■

ACTIVITIES	1981	1982	1983	1984	1985
	JFMAMJJASOND	JFMAMJJASOND	JFMAMJJASOND	JFMAMJJASOND	JFMAMJJASOND
4.1.2 Conduct education activities that include information on nutrition during pregnancy, breastfeeding and appropriate infant and child feeding practices.	■	■	■	■	■
4.1.3 Provide supplementary feeding programs for pregnant and lactating women and children in need, combined with educational and agricultural activities.	■	■	■	■	■
4.1.4 Develop or improve national food and nutrition policies to accommodate the needs of women, by passing legislation based on researched needs of women, particularly pregnant and lactating women and children of all categories of socioeconomic status and working women.			■	■	■
4.2.1 Prevent acute and chronic diseases through provision of essential information, especially to mothers and women's groups working in the community, about the need for and access to childhood immunizations for prevalent diseases and on the control of communicable and female-oriented diseases and illnesses with discrete manifestations in women, such as sexually-transmitted and pelvic inflammatory diseases.	■	■	■	■	■
4.2.2 Involve community members, particularly women, in disease control and surveillance through the design and maintenance of simple disease surveillance systems of the most common acute and chronic communicable diseases.	■	■	■	■	■
4.2.3 Promote community participation in the treatment of prevalent diseases, such as diarrheal disease, through the development and utilization of simple educational materials that will explain symptoms and appropriate control mechanisms, such as oral rehydration techniques, making particular use of radio and other mass media.			■	■	■

ACTIVITIES	1981	1982	1983	1984	1985
	JFMAMJJASOND	JFMAMJJASOND	JFMAMJJASOND	JFMAMJJASOND	JFMAMJJASOND
4.2.4 Focus hospital-acquired infection control efforts on those areas which will specifically affect women, for example, increased risks during pre- and postpartum periods.					
4.3.1 Prepare and test model environmental health education activities dealing with development and preservation of safe water supply, excreta disposal and food sanitation.					
4.3.2 Develop and test model primary health care and rural sanitation projects in various countries that will work with available human and material resources in the community, particularly women's groups.					
4.3.3 Establish rural and periurban training programs to prepare local women to actively participate in planning, implementing and applying technology for water supply projects.					
4.3.1 Conduct research on industries employing women workers: tasks assigned, risks to women's health, occupation-related health problems and effective preventive and curative measures.					
4.3.2 Develop preventive occupational health programs based on research results.					
4.4.1 Increase opportunities for women to participate in the formal health care system through fellowships and official policies to increase access to training and job opportunities in medical and health-related professions.					
4.4.2 Broaden the definition of traditional health roles to include women in many new primary health care functions, such as expanding the role of nursing.					

ACTIVITIES	1981	1982	1983	1984	1985
	JFMAMJJASOND	JFMAMJJASOND	JFMAMJJASOND	JFMAMJJASOND	JFMAMJJASOND
4.4.3 Increase the participation of communities in primary health care efforts by incorporating simple health education and community participation techniques into the training of health personnel.	■	■	■	■	■
4.4.4 Prepare future generations for active participation in the health and development process, by introducing young and preschool children to basic health information. Integrate into primary and secondary schools basic health information as well as information about health careers.	■	■	■	■	■
4.5.1 Conduct research to identify the social and administrative changes needed in the work place to provide for the needs of working mothers, such as changes in policies affecting maternity leave, accommodations for breastfeeding, and social security eligibility.	■	■	■	■	■
4.5.2 Adjust the provision of health services to respond to health needs of working women to consider their logistical availability and that of infants and preschool children.	■	■	■	■	■
4.5.3 Expand the provision of worksite health services to include the special needs of women particularly female-specific health problems and psychosocial disorders associated with changing roles of women.	■	■	■	■	■
4.5.4 Make health services available to women working in unregulated sectors of the economy, such as domestics and prostitutes, and to widowed, disabled and elderly women.	■	■	■	■	■

