



PAN AMERICAN HEALTH ORGANIZATION  
WORLD HEALTH ORGANIZATION



## **23rd DIRECTING COUNCIL**

27th SESSION OF THE REGIONAL COMMITTEE

*Washington D.C., 29 September – 8 October 1975*

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### ***RESOLUTION***

#### ***CD23.R10***

### **INTERNATIONAL WOMEN'S YEAR**

*THE 23<sup>rd</sup> DIRECTING COUNCIL,*

Bearing in mind Resolution XXXVII 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 XXXII 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.
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.
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 to 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.

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