

E/CONF.66/5

UNITED NATIONS



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

Fundação Cuidar o Futuro
MEXICO CITY, 19 JUNE TO 2 JULY 1975

WORLD PLAN OF ACTION

Item 11 of the provisional agenda



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INTRODUCTION

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

2. Many conventions, declarations, formal recommendations and other instruments have been adopted since then,^{1/} reinforcing and elaborating these fundamental principles and objectives. Some of them seek to safeguard and promote the human rights and fundamental freedoms of all persons without discrimination of any kind. Others deal with general concepts of economic and social progress and development, and include international strategies, programmes and plans of action. Some have the more specific purpose of eliminating discrimination on the ground of sex and promoting the equal rights of men and women. The existence of these documents reflects the ever-increasing awareness in the international community of the uneven development of peoples, and of the tragedy of all forms of discrimination be it on the ground of race, sex or any other ground, and the evident will to promote progress and development in conditions of peace, equity and justice.

3. In these various instruments the international community has proclaimed that the full and complete development of a country, the welfare of the world and the cause of peace require the maximum participation of women as well as men in all fields. It has declared that all human beings without distinction have the right to enjoy the fruits of social progress and should, on their part, contribute to it. It has condemned sex discrimination as fundamentally unjust, an offence against human dignity and an infringement of human rights. It has included the full integration of women in the total development effort as a stated objective of the International Development Strategy for the decade of the 1970s.

4. Despite these solemn pronouncements and notwithstanding the work accomplished in particular by the United Nations Commission on the Status of Women and the

^{1/} See the annex to the present paper.

specialized agencies concerned, progress in translating these principles into practical reality is proving slow and uneven.

5. There are significant differences in the status of women in different countries and regions of the world which are rooted in the political, economic and social structure, the cultural framework and the level of development of each country, and in the social category of women within a given country. However, basic similarities unite women of all countries, the most notable being the persisting de facto gap between the economic and social status of women and that of men.

6. As a result of the uneven development which prevails in international economic relations, three quarters of humanity is faced with urgent and pressing social and economic problems. The women among them are even more affected by such problems and improvements in their situation must be an integral part of the global project for the establishment of a new economic order.

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

8. Scientific and technological developments have had both positive and negative repercussions on the situation of women in many countries. Political, economic and social factors are important in overcoming any adverse effects of such developments. Women's movements, together with the struggle of progressive forces in many countries, particularly during the past decade, have brought these problems to the forefront of public awareness at the national and international levels.

9. The reality of the problems which women still meet in their daily life in many countries of the world in their efforts to participate in the economic and social activities and the political administration of their countries, and the waste represented by the under-utilization of the potentialities of approximately 50 per cent of the world's adult population, have prompted the United Nations to proclaim 1975 as International Women's Year, and to call for intensified action to promote equal rights, opportunities and responsibilities of both sexes, to ensure

the full integration of women in the total development effort, and to involve women widely in international co-operation, and hence in the strengthening of world peace.

10. This Plan of Action is not intended as a substitute for existing international instruments and programmes. Its purpose is mainly to stimulate national and international action to solve the problems of underdevelopment and of the socio-economic structure which places women in an inferior position, in order to achieve the goals of International Women's Year.

11. The achievement of equality between men and women implies that they should have equal rights, opportunities and responsibilities to enable them to develop their talents and capabilities for their own personal fulfilment and the benefit of society. To that end, a reassessment of the functions and roles traditionally allotted to each sex within the family and the community at large is essential. The necessity of a change in the traditional role of men as well as of women must be recognized. In order to allow for women's equal participation in all societal activities, men must accept shared responsibility for home and children. The objective is not to give women a preferential role, but to ensure the complete assimilation of men and women in the social order.

12. In order to promote equality between the sexes Governments should ensure for both women and men equality before the law, the provision of facilities for equality of educational opportunities, equality in the fields of training and employment, equal pay for equal work, and adequate social security. The State also has the responsibility to create conditions that promote the implementation of legal norms providing for equality of men and women and in particular the opportunity for all individuals to receive free general and primary education, equal pay for equal work, maternity protection and access to child-care centres.

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

14. The integration of women in development calls for agreement to widen their activities to embrace all aspects of social, economic, political and cultural life.

They must be provided with the necessary skills to make their contribution more effective in terms of production, and to ensure their greater participation in decision-making, planning and implementation of all programmes and projects. Full integration also implies that women receive their fair share of the benefits of development, thereby helping to ensure a more equitable distribution of income among all sectors of the population.

15. The promotion and protection of human rights for all is an essential condition for the maintenance and strengthening of international co-operation and peace, just as sustained international co-operation among all countries and peoples is required to achieve peace, justice and equity for all and to eliminate all sources of conflict. True international co-operation must be based, in accordance with the Charter of the United Nations, on fully equal rights, the observance of national independence and sovereignty, non-interference in internal affairs and mutual advantage, the avoidance of the use of threat of force, and the promotion and maintenance of a new just world economic order, which is the basic purpose of the Charter of Economic Rights and Duties of States.^{2/} International co-operation and peace requires national independence and liberation, the elimination of colonialism and neo-colonialism, foreign occupation and apartheid, and racial discrimination in all its forms as well as recognition of the dignity of the individual and appreciation of the human person and his or her self-determination. To this end, the Plan calls for the full participation of women in all efforts to promote and maintain peace.

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

^{2/} During the meeting of the Consultative Committee, some representatives stated that reference to the Charter of Economic Rights and Duties of States should not be interpreted as indicating a change in the positions of delegations on the Charter as stated at the twenty-ninth session of the General Assembly.

I. NATIONAL ACTION

No

17. This Plan provides guidelines for national action over the 10-year period from 1975 to 1985 as part of a sustained, long-term effort to achieve the objectives of the International Women's Year. The recommendations are not exhaustive. They constitute rather the main areas for priority action within the decade.

18. The recommendations for national action in this Plan are addressed primarily to Governments, but the full support of all public and private institutions, employers, trade unions, mass communications media, non-governmental organizations and other groups and individuals will be required to give effect to them.

19. Since there are wide divergencies in the situation of women in various societies, cultures and regions, reflected in differing needs and problems, each country should draw up its own national strategy, and identify its own targets and priorities within the present World Plan. The need for continual review and reassessment in the light of changing conditions should be constantly borne in mind. Quantitative targets should be linked to those set out, in particular, in the International Development Strategy for the Second United Nations Development Decade,^{3/} and in the World Population Plan of Action.^{4/}

20. As a matter of general policy there should be a clear commitment by the highest levels of government to take appropriate action to implement this Plan within the framework of national development plans and programmes.

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

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

^{4/} See Report of the United Nations World Population Conference, 1974 (United Nations publication, Sales No. E.75.XIII.3).

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

23. While integrated programmes for the benefit of all members of society should be the basis for action in implementing this Plan, special measures on behalf of women may be necessary for those who are worst off economically and lack influence in society, and where their status is particularly low and discriminatory attitudes towards them are strong. These measures should be for an interim period and should be appropriately phased out as their objectives are achieved.

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

25. Such bodies could investigate the situation of women in all fields and at all levels and make recommendations for needed legislation, policies and programmes. An important function would be to monitor and evaluate the progress achieved within the country in the implementation of the present Plan.

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

27. Constitutional and legislative guarantees of the principle of non-discrimination on the ground of sex and of equal rights and responsibilities of women and men are essential. Equally important is the general acceptance of the principles embodied in such legislation. The adoption and enforcement of

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legislation can in itself be a significant means of influencing and changing public attitudes and values.

28. Governments should review their legislation affecting the status of women in the light of human rights principles and internationally accepted standards.

Wherever necessary, legislation should be enacted or updated to bring national laws into conformity with the relevant international instruments. Adequate provision should also be made for the enforcement of such legislation, especially in each area dealt with in chapter II of the Plan. Where they have not already done so, Governments should take steps to ratify the relevant international conventions and fully implement their provisions.

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

30. Appropriate measures should also be taken to inform women of their legal rights and of how they may seek redress, and to provide them with legal aid, where possible free of charge. The mass communication media should be utilized and encouraged to co-operate through public education programmes. Non-governmental organizations and citizens' advice bureaux could also play an important role in this respect. Special counselling offices might also be established.

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

32. While some of the measures suggested could be carried out at minimum cost, implementation of this Plan will require a redefinition of certain priorities and a change in the pattern of government expenditure. In order to ensure adequate allocation of funds, Governments should explore all available sources of support, including community resources and those of various private funding agencies and non-governmental organizations.

33. Special measures should also be envisaged to assist Governments whose resources are limited in carrying out specific projects or programmes. These could include the establishment of a voluntary fund or the extension of the fund for the International Women's Year established under Economic and Social Council resolution 1851 (LVI) of 16 May 1974.

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

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

- (a) Marked increase in literacy of women, especially young women;
- (b) The extension of vocational training in basic skills, including modern methods of farming;
- (c) Parity of enrolment at the primary level of education;
- (d) Increased employment opportunities for women;
- (e) The establishment of infrastructural services in rural areas;
- (f) The enactment of legislation on voting and eligibility for election on equal terms with men, and on equal pay for equal work, and on equality in legal capacity and the exercise thereof;
- (g) Increased participation of women in policy-making positions at the local, national and international levels.

objectivos a médio prazo

II. SPECIFIC AREAS FOR NATIONAL ACTION

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

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

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

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

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

40. The United Nations should proclaim a special day to be devoted to international peace and celebrated every year, nationally and internationally. Meetings and seminars should be organized for this purpose by interested individuals and groups, with wide coverage in the press and other communication media. Women should lend their full support to these objectives and explore, as co-equals with

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ple*

men, ways to overcome existing obstacles to international co-operation, the development of friendly relations among nations, and the strengthening of international peace. However, it must be emphasized that peace is a matter for constant vigilance and not only for a one-day observance.

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

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

43. Women should have equal opportunity with men to represent their countries in all international forums where the above questions are discussed, and in particular at meetings of the organizations of the United Nations system, including the Security Council and all conferences on disarmament and international peace, and other regional bodies.

B. Political participation

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

45. A major objective of this Plan is to ensure that women have, in law and in fact, equal rights and opportunities with men to vote and to participate in public and political life at the national, local and community levels, and that they are made aware of their responsibilities as citizens and of the problems affecting society and affecting them directly as women.
46. Participation in political life implies participation as voters, lobbyists, elected representatives, trade unionists and public officials in the various branches of government, including the judiciary.
47. Where legislation does not exist guaranteeing women the right to vote, to be eligible for election and to hold all public offices and exercise public functions on equal terms with men, every effort should be made to enact it by 1978.
48. 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.
49. Governments should establish goals, strategies and time-tables for increasing within the decade 1975-1985 the number of women in elective and appointive public offices and public functions at all levels.
50. Special efforts to achieve these objectives could include:
- (a) The reaffirmation and wide publicity for the official policy concerning the equal political participation of women; *(what value if not based on facts?)*
 - (b) The issuance of special governmental instructions for achieving an equitable representation of women in public office, and the compilation of periodic reports on the number of women in the public service, and levels of responsibility in the areas of their work;
 - (c) The organization of studies to establish the levels of economic, social and political competence of the female compared to the male population for recruitment, nomination and promotion; *why in this way?*
 - (d) The undertaking of special activities for the recruitment, nomination and promotion of women especially to fill important positions, until equitable representation of the sexes is achieved. *dirito profesional*
51. Special efforts and campaigns should be initiated to enlighten the female electorate on political issues and on the need for their active participation in public affairs, including political parties and other political organizations such as pressure groups. *always the one-sided premise that women should "participate in..." and not what can women do!...*

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very important

V.I.

52. Educational and informational activities should also be undertaken to enlighten the public at large on the indispensable role of women in the political processes, and on the need to promote their greater political participation and leadership.
53. Special drives should be undertaken to encourage the increased participation of women and girls in rural, community and youth development programmes, and in political activities, and to facilitate their access to training for leadership in such programmes.

C. Education and training

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

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

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

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

good argument for men but no serious ground

/...

integration multi-purpose, inter-disciplinary approach training based on real experience of w leading to a total new approach towards education

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58. Governments should provide equal opportunities for both sexes at all levels of education and training within the context of lifelong education, and on a formal and non-formal basis, according to national needs.
59. The measures taken should conform to the existing international standards and, in particular, to the Convention and Recommendations against Discrimination in Education, 1960, and to the revised Recommendation on Technical and Vocational Education, 1974, of the United Nations Educational, Scientific and Cultural Organization.
60. Educational, training and employment strategies should be co-ordinated and based on population projections. The content and structure of education should be such as to ensure its relevance to the present and future needs of the communities concerned, taking into account their own culture and the advances made through technical and scientific developments. It should also seek to prepare the individual adequately for an active civic and family life and for responsible parenthood.
61. Target dates should be established for the eradication of illiteracy and high priority given to programmes for women and girls between the ages of 16 and 25 years.
62. The acquisition of literacy should be promoted as an integral part of other kinds of learning activities of direct interest and value to the daily lives of the people. Parallel with the efforts of Governments, all social institutions, such as co-operatives, voluntary organizations and enterprises, should be fully utilized to overcome illiteracy.
63. Voluntary task forces, especially of young persons, could be established to teach literacy, numbers, nutrition and methods of food preservation during vacations or periods of national service. Such task forces should include both women and men with expertise in the skills needed. The volunteers could also train local personnel to become trainers, thus expanding the available task forces.
64. Integrated or special training programmes should be developed for girls and women in rural areas to enable them to participate fully and productively in economic and social development and to take advantage of technological advances and thereby reduce the drudgery of their daily lives. Such programmes should include training in modern methods of agriculture and use of equipment,

co-operatives, entrepreneurship, commerce, marketing, animal husbandry and fisheries, and in health, nutrition, family planning and education.

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

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

67. Special programmes for continuing education on a part-time basis should be arranged to ensure retention of what has been learned at school and to assist women in their family, vocational and professional activities. *to develop their learning experience based on present practice*

68. Programmes, curricula and standards of education and training should be the same for males and females. Courses for both sexes, in addition to general subjects, should include industrial and agricultural technology, politics, economics, current problems of society, responsible parenthood, family life, nutrition and health. *of whatever kind of work*
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↓ shouldn't these be the core of a new type of education?

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

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

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

72. Widely diversified existing and new vocational programmes of all types should be equally accessible to both sexes, enabling girls and boys to have a wide choice of employment opportunities, including those which require higher skills, and to match national needs with job opportunities. Both sexes should have equal

opportunities to receive scholarships and study grants. Special measures should be developed to assist women who wish to return to work after a comparatively long absence, owing in particular to family responsibilities. Multipurpose training centres could be established in rural and urban areas to provide education and training in various techniques and disciplines and to encourage a self-reliant approach to life.

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

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

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D. Employment and related economic roles

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

76. Available data show that women constitute more than a third of the world's economically active population and approximately 46 per cent of women of working age (15 to 64 years) are in the labour force. Of these, an estimated 65 per cent are to be found in the developing countries and 35 per cent in the more developed regions. These data, together with the many economic activities of women which are not now included in the official statistics (see chap. III, below)

there are no tools for that

demonstrate that women's contribution to the national economy and development is substantial and has not been fully recognized. Further, the occupations in which most women workers are concentrated are not the same as those in which most men are employed. The vast majority of women are concentrated

in a limited number of occupations at lower levels of skill, responsibility and remuneration. Women frequently experience discrimination in pay, promotion, working conditions and hiring practices. Cultural constraints and family responsibilities further restrict their employment opportunities. Where job opportunities are severely limited and widespread unemployment exists, women's chances of obtaining wage-earning employment are in practice further reduced, even where policies of non-discrimination have been laid down.

guide - things for equal pay

77. Governments should formulate policies and action programmes expressly directed towards equality of opportunity and treatment for women workers and the guarantee of their right to equal pay for equal work. Such policies and programmes should be in conformity with the standards elaborated by the United Nations and the International Labour Organisation. They should include legislation stipulating the principle of non-discrimination on the grounds of sex or marital status, guidelines for implementing the principles, appeals procedures, and effective targets and machinery for implementation.

guide - lines for non-discrimination based on sex

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

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

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

rural + urban areas
negotiated committees

81. In order to extend women's range of economic roles, co-operatives and small-scale industries could be developed and encouraged with the necessary help and support of government. Where co-operatives already exist, women should be encouraged to take an active part in them. New co-operatives, and, where appropriate, women's co-operatives, should be organized, especially in areas where women play a major role, such as food production, marketing, housing, nutrition and

health. Co-operatives may also be the most appropriate and feasible arrangement for child-care and could also provide employment opportunities.

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

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

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

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

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

87. Governments, employers and trade unions should ensure to all women workers the right to maternity protection including maternity leave with a guarantee of returning to their former employment and to nursing breaks, in keeping with the principles laid down in the International Labour Organisation's Maternity Convention (Revised) and Recommendation, 1952. Provisions relating to maternity protection should not be regarded as unequal treatment of the sexes.

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

Governments and trade unions should ensure that the economic and social rights of part-time workers are fully protected.

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

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

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

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

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

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

E. Health and nutrition — *women as health care providers*

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

96. Adequate nutrition is of fundamental importance for the full physical and mental

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

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

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

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

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

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

102. Education programmes should be developed to overcome prejudices, taboos and superstitions which prevent women from using existing health facilities. Special efforts should be made to inform the urban poor and rural women about existing medical facilities. *NGO's work*
103. Within the context of a massive programme of health education and services, courses in health education, maternal and child care could be organized in rural and urban neighbourhoods, and women should be actively encouraged to participate. These classes should be advertised by the communication media and by all existing social networks. They should include information about what medical facilities are available, and how to reach them. Physicians should periodically conduct physical examinations of the participants in as many of these classes as possible.
104. In view of women's importance not only as users but as providers of health care, steps should be taken to incorporate them as fully informed and active participants in the health planning and decision-making process at all levels and in all phases. Efforts should be made to encourage women to participate actively in community efforts to provide primary health care and improve coverage. Women should also be trained as paramedics and encouraged to organize health co-operatives and self-help programmes. Recruitment and training should be undertaken at the village level to prepare villagers as health workers to provide basic health services for their community.
105. Women should have the same right of access as men to any training establishment or course for any health profession and to continue to the highest levels. Practices which exclude women from certain health professions on traditional, religious or cultural grounds should be abolished.
106. Improved, easily accessible, safe water supplies (including wells, dams, catchments, piping etc.), sewage disposal and other sanitation measures should be provided both to improve health conditions of families and to reduce the burden of carrying water which falls mainly on women and children.
107. In national food and nutrition policies Governments should give priority to the consumption by the most vulnerable groups in the population (adolescent girls, pregnant and lactating women, and young children) of certain types of food produce, such as milk and milk products, and especially nutritious foods. The practice of breast feeding and good feeding practices for the weaning period should be encouraged. Supplementary food programmes for mothers and children at imminent

risk of malnutrition should be introduced. Nutritional deficiencies should be prevented through fortification of staples or other widely consumed foods or by direct distribution of the deficient nutrients.

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

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

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

F. The family in modern society

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

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

to be maintained and to fulfil its basic functions of the procreation and education of children.

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

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

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

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

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

118. In order to assist in the solution of conflicts arising among members of the family, adequate family counselling services should be set up wherever possible and the establishment of family courts staffed with personnel, including women, trained in law as well as in various other relevant disciplines should be considered.
119. Programmes of education for personal relationships, marriage and family life, health, including psycho-sexual development, should be integrated into all school curricula at appropriate levels and into programmes for out-of-school education, to prepare young people of both sexes for responsible marriage and parenthood. These programmes should be based on the ideals of mutual respect and shared rights and responsibilities in the family and in society. Child-rearing practices within each society should be examined with a view to eliminating customs which encourage and perpetuate ideas about superiority or inferiority on the basis of sex.
120. In recognition of the growing number of single-parent families, additional assistance and benefits, wherever possible, should be provided for them. The unmarried mother should be granted full-fledged status as a parent, and children born out of wedlock should have the same rights and obligations as children born in wedlock. Special nursing homes and hostels should be established for married and unmarried mothers, before and after delivery.
121. Social security programmes should, to the maximum extent possible, include children and family allowances in order to strengthen the economic stability of family members. Cross cultural studies might be undertaken of the influence upon the condition of women in the family and in society of family and children's allowances and benefits, motherhood awards and similar measures.

G. Population

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

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

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

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

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

countries. In the light of the particular demographic, economic and social problems of rural communities in these regions, special development efforts are required.

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

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

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

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

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

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

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

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

H. Housing and related facilities

*lacks socialization
of children &
companionship among
w (e.g. for cooperatives, etc.)*

135. The majority of women still spend more of their time in and around the house than do men; thus, the improvement of the house, its related facilities and its neighbourhood will bring about a direct improvement in their daily lives. In addition to the considerations of health and comfort, well-designed and suitably furnished houses and related facilities, as well as neighbourhoods, offer comparative relief from monotony and drudgery, making easier the pursuit of other interests and activities, and bringing women's lives closer to the demands of human dignity.

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

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

138. In the projection of the house into a neighbourhood, designs should provide for services and utilities and neighbourhood facilities which respond, inter alia,

to the expressed needs of women, and reduce labour as well as travel for vital needs such as water, food, fuel and other necessities.

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

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

I. Other social questions

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

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

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

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

145. In the area of the prevention of crime and treatment of offenders, special attention should be paid to female criminality, which is increasing in many parts of the world, and to the rehabilitation of female offenders, including juvenile delinquents and recidivists. Research in this field should include study of the relationship between female criminality and other social problems brought about by rapid social change.

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

147. Governments which have not already done so should ratify or accede to the United Nations Conventions for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others (1949).

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III. RESEARCH, DATA COLLECTION AND ANALYSIS

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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IV. MASS COMMUNICATION MEDIA

161. A major obstacle in improving the status of women lies in public attitudes and values regarding women's roles in society. The mass communication media have great potential as a vehicle for social change and could exercise a significant influence in helping to remove prejudices and stereotypes, accelerating the acceptance of women's new and expanding roles in society, and promoting their integration into the development process as equal partners.

162. At the present time, the media tend to reinforce traditional attitudes, often portraying an image of women that is degrading and humiliating, and fail to reflect the changing roles of the sexes. They may also have harmful effects in imposing alien cultures upon different societies.

163. Mass communication media should be understood as encompassing not only radio, television, cinema, press (newspapers, periodicals, comic strips and cartoons), advertising, and public meetings and similar forums but also traditional types of entertainment such as drama, story telling, songs and puppet shows, which are essential for reaching the rural areas of many countries.

164. Governmental and non-governmental organizations should encourage and support national, regional and international research to determine the image of women and men portrayed by the media; and the negative and positive influences exercised by them in their various roles as conveyors of information, entertainers, educators and advertisers.

165. Governmental and non-governmental organizations should also take steps to ensure that information is provided on the current situation of women in various countries, with particular emphasis on the changing roles of both sexes.

166. Those in control of the media should seek to raise public consciousness with respect to these changing roles, and the serious concern that both women and men have about important issues that affect their families, communities and society at large. They should be urged to project a more dynamic image of women (as well as of men) and to take into account the diversity of women's roles and their actual and potential contribution to society.

167. They should depict the roles and achievements of women from all walks of life throughout history, including women in the rural areas and women of minority groups.

They should also seek to develop in women confidence in themselves and in other women, and a sense of their own value and importance as human beings.

168. Women should be appointed in greater numbers in media management decision-making and other capacities, as editors, columnists, reporters, producers and the like, and should encourage the critical review, within the media, of the image of women projected.

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V. INTERNATIONAL AND REGIONAL ACTION

A. Global action

~~169.~~ The United Nations should proclaim the decade 1975-1985 as the United Nations decade for women and development in order to ensure that national and international action will be sustained throughout the period.

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

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

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

173. The Plan endorses programmes and strategies setting forth similar or related objectives; in particular, the International Development Strategy for the Second United Nations Development Decade, (the Programme of Concerted International Action for the Advancement of Women), the Programme for the Decade for Action to Combat Racism and Racial Discrimination, the World Population Plan of Action, the

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recommendations of the World Food Conference, and the regional plans of action for the integration of women in development, adopted in 1974 for the regions of the Economic and Social Commission for Asia and the Pacific and the Economic Commission for Africa. 5/

174. Women should be fully involved in policy-making at the international level as well as the national level. Governments should ensure that they are equitably represented among the principal delegates to all international bodies, conferences and committees, including those dealing with political and legal questions, economic and social development, disarmament, planning, administration and finance, science and technology, the environment and population. The secretariats of the international organizations should set an example by eliminating any provisions or practices in their employment policies that may be discriminatory against women. They should also take all necessary measures to ensure that an equitable balance between men and women staff members is achieved before the end of the Second United Nations Development Decade, and establish goals, strategies and time-tables to achieve this end. The equitable balance should apply to all substantive areas, and to field posts where operational programmes are initiated and carried out.
175. International organizations should review the implications of the Plan in the context of their own existing and new programmes, and should make appropriate recommendations to their governing bodies on any revisions of their financial and administrative arrangements that may be required to implement the Plan.
176. International action should support existing programmes and expand their scope in the following main areas: (a) research, data collection and analysis (see chap. III above); (b) technical co-operation, training and advisory services including co-ordination with national and regional activities of organizations within the United Nations system; (c) elaboration and ongoing review of international standards; (d) dissemination and exchange of information and liaison with non-governmental organizations and other groups; (e) review and appraisal including monitoring of progress made in achieving the aims and objectives of the Plan; and (f) executive and management functions including over-all co-ordination with all the organizations of the United Nations system, and with the national and regional machinery referred to in the Plan.

5/ For the regional plans of action, see documents E/CONF.66/BP/2 and 3.

1. Operational activities for technical co-operation

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

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

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

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

181. The following areas are of special importance:

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

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

/...

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

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

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

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

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

2. Formulation and implementation of international standards

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

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

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

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

3. Exchange of information and experience

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

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

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

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

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

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

B. Regional action

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

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

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

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

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

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

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

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

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

199. Regional development banks such as the African Development Bank, the Asian Development Bank and the Inter-American Development Bank as well as subregional banks, such as the Central American Bank for Economic Integration and the East

African Development Bank, and bilateral funding agencies should be urged to accord high priority in their development assistance to projects which include the integration of women into the development effort and the achievement of equality. Such assistance would stimulate national support for innovative national and local programmes, including self-help activities.

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VI. REVIEW AND APPRAISAL

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

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

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

203. The Plan of Action should also be considered by the regional commissions, the United Nations Development Programme, the United Nations Children's Fund, the United Nations Industrial Development Organization, the relevant specialized agencies and other intergovernmental and non-governmental organizations at their meetings following the World Conference. The discussions and decisions of these bodies concerning the Plan should be submitted to the Economic and Social Council and its relevant functional commissions and advisory bodies (the Commission on the Status of Women, the Commission for Social Development, the Population Commission,

the Statistical Commission, the Committee on Development Planning, and the Committee on Review and Appraisal) at their sessions in 1976 and 1977. An item on action on the implementation of the Plan should be included in the agenda of the sessions of all these bodies at intervals of no longer than two years.

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

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

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

Annex

RELEVANT INTERNATIONAL INSTRUMENTS

A. United Nations instruments

1. General instruments

Charter of the United Nations

Universal Declaration of Human Rights (1948)

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

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

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

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

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

Declaration on Social Progress and Development (1969)

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

World Population Plan of Action (1974)

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

Charter of Economic Rights and Duties of States (1974)

2. Instruments relating specifically to the status of women

Convention on the Political Rights of Women (1952)

Convention on the Nationality of Married Women (1957)

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

Declaration on the Elimination of Discrimination against Women (1967)

Programme of Concerted International Action for the Advancement of Women (1970)

B. Specialized agency instruments

1. International Labour Organisation

- Underground Work (Women) Convention, No. 45, 1935
Night Work (Women) Convention (Revised), No. 89, 1948
Equal Remuneration Convention, No. 100, 1951, and Equal Remuneration
Recommendation, No. 90, 1951
Maternity Protection Convention (Revised), No. 103, 1952, and Maternity
Protection Recommendation, No. 95, 1952
Social Security (Minimum Standards) Convention, No. 102, 1952
Discrimination (Employment and Occupation) Convention, No. 111, 1958, and
Discrimination (Employment and Occupation) Recommendation, No. 111, 1958
Vocational Training Recommendation, No. 117, 1962
Employment Policy Convention, No. 122, 1964, and Employment Policy
Recommendation, No. 122, 1964
Employment (Women with Family Responsibilities) Recommendation, No. 123, 1965

2. United Nations Educational, Scientific and Cultural Organization

- Convention against Discrimination in Education (1960)
Protocol instituting a Conciliation and Good Offices Commission to be
responsible for seeking a settlement of any disputes which may arise
between States Parties to the Convention against Discrimination in
Education (1962)
