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Mexico City
Gen. Skocroft convenahin

U.S. going to get closer to it world -
Whippin' long -
See no reason why

Chances of her being embarrassed
Reprint

UNITED NATIONS CONFERENCE OF THE INTERNATIONAL WOMEN'S YEAR

The United Nations World Conference of the International Women's Year was held at Mexico City June 19-July 2. Following are statements made in plenary sessions of the conference on June 20 and July 2 by U.S. Representative Patricia Hutar, together with the texts of resolutions sponsored or co-sponsored by the United States and the text of the World Plan of Action for the Implementation of the Objectives of the International Women's Year adopted by the conference on July 2.

STATEMENT BY MRS. HUTAR, JUNE 20

I wish to extend my congratulations to President Ojeda Paullada [Pedro Ojeda Paullada, Attorney General of Mexico] on his unanimous election to head the international conference.

Ladies and gentlemen: I would like to begin by bringing you the personal greetings from the First Lady of the United States, Betty Ford:

As I am unable to be with you in Mexico City, I send my cordial greetings to President Echeverria and Mrs. Echeverria, to President of the Conference Ojeda Paullada, to Secretary General Waldheim, Secretary General of the Conference Mrs. Sipila [U.N. Assistant Secretary General Helvi Sipila], and to all who are attending this historic conference.

1 Mrs. Hutar, who is U.S. Representative on the Commission on the Status of Women of the U.N. Economic and Social Council, was co-head of the U.S. delegation, with Daniel Parker, Administrator, Agency for International Development, from June 19 to 21 and thereafter was head of the delegation. For names of other members of the U.S. delegation, see press release 281 dated May 22.

I wish you to know that the people and Government of the United States are firmly committed to the goals of the conference and to the work that must follow it if these goals are to be reached.

The high purpose of International Women's Year—to promote the equality of women—truly enhances the equality of us all. As my husband said on the occasion of announcing our own National Commission for the Observance of International Women's Year, the search to secure rights for women frees both sexes from restrictive stereotypes. Liberation of the spirit opens new possibilities for the future of all individuals and of all nations. I am awed by the task you face. I am inspired by the opportunity you have for progress.

I know that the leaders of the U.S. delegation will work unceasingly with you in a spirit of cooperation to make the Conference on International Women's Year a landmark in the history of women's affairs and of humanity's search for peace and understanding.

We are deeply grateful to President Echeverria for gracing our deliberation this afternoon and to the Government of Mexico for its generosity in volunteering to host this international conference. We thank the Government of Mexico for all the work it has done in making arrangements for us. The vibrance and beauty of this capital city are a stimulus to achievement. The hospitality of the Mexican people enhances our enjoyment of our brief time among them.

We also wish to praise the extraordinary competence of those members of the U.N. Secretariat at all levels who completed the enormous task of preparing for a world conference of this magnitude in an unprecedentedly short period of time.

The representatives of the United States of America come to this conference with a
deep sense of empathy and solidarity with women in all parts of the world. We desire to work together on the many concerns that affect us all.

Discrimination based on sex is the most widely known kind of discrimination. It is found in all developed and developing societies, either overtly or covertly, and it is manifested in diverse forms. The time is long overdue for women to eliminate discrimination based on sex. No rhetoric, however attractive it may be, should postpone the achievement of equal rights and responsibilities for women.

We in the United States had long felt the need for all countries of the world to come together to discuss the most important problems that affect over half the world's population, the women of the world. Therefore, with the cosponsorship of nine developing nations, we introduced a U.N. resolution to establish a World Conference on International Women's Year. We all are aware that declarations and statements of principle enunciated by the United Nations, though of great value, are not enough. There was a need to focus worldwide attention to dramatize the problems faced by women.

We will work with the other delegations to produce a plan of action that will impact on national governments for the implementation of the principles of International Women's Year—equality, development, and peace. But plans are not enough. Mechanisms need to be established to insure that real progress is made.

We in the United States expect to learn much from the accomplishments of our sisters around the world. In exchange, we offer to share with you the substantial progress made in the United States to further women's rights and responsibilities.

Much has been done, but there is much more that needs to be done to overcome the limitations and discriminatory practices of the past, reinforced by centuries of laws, traditions, and customs. We are proud in the United States of the legislative and government action that has been taken in the past several years to prohibit employment discrimination based on sex. Such legislation provides for equal pay for work of equal value, non-discrimination in hiring, in discharging, and in compensation. Another piece of important legislation prohibits discrimination on the basis of sex in educational programs and activities.

These antidiscrimination laws and other social change have come about in our country through the joint efforts of voluntary organizations and the government. Traditionally the Government of the United States does not plan social change in the sense that some other governments do—it responds to the demands for reform made by citizens and/or voluntary associations and works with them in charting the mechanisms of social change.

We are also proud of the fact that we have established various national machinery to continue to monitor and implement non-discrimination on the basis of sex. Some of these include a Special Assistant to the President of the United States for Women and an Office of Women's Programs in the White House; the Women's Bureau in our Department of Labor, established in 1920; a Women's Action Program in the Department of Health, Education, and Welfare; and a Federal Women's Program to monitor employment practices in every governmental body. We also have citizens actively involved in this machinery, including a President's Advisory Council on the Status of Women, Advisory Councils to the Secretaries of Labor, Defense, and Health, Education, and Welfare.

Equality and Integration in Development

Though many general economic, political, and social changes are modifying the basic situation of women throughout the world—both in those countries now undergoing arduous processes of development and those which have already experienced the impact of industrialization—these changes will not automatically address the balance. It requires positive efforts to identify and cope with the many factors which limit women and stand in the way of their full integration in development. I need mention only the lack of access to employment, education, and political integration to make the point that women are prevented from making their full and responsible contribution to the life of their societies and their full contribution to their families, their communities, and their nations.

International Women's Year has chosen as two of its basic goals equality for women and development. These goals are inextricably interrelated. Each is indispensable to the other.

Equality without development means shared misery and frustration. Development without equality may mean a worsened situation for many women, both those who are homemakers and those who are in the labor force. Similarly, achieving one of the goals helps achieve the other. Development creates new situations and changes which make it possible for women to win a new and more equal status. And the full, equal participation of women in the development process can make the difference between success and failure of development itself.

The U.S. Government is prepared to introduce at this conference a draft declaration on equality and development that embraces these two basic goals of the Year, which I have stated are intertwined.

But women cannot wait, with arms folded, for men to achieve equality. On the contrary, women must continue their work, already begun, to achieve a truly equal partnership. Women must be in decisionmaking positions in the power structure along with men to build a more just world order.

Women have a strong sense of social responsibility and are searching for opportunities to share their vision of a new society free of hunger and poverty. We must have, though, the understanding and commitment of men to reach the goal of equality. We have heard pledges of such commitment already in this conference in our opening session. We welcome this pledge of partnership.

Increasing Participation in Decisionmaking

The third goal of International Women's Year is to strengthen the role of women in establishing world peace. To achieve it, women must mobilize their potential political power to assure that governments actively pursue the goal of disarmament. The United States believes that disarmament negotiations should be directed toward general and complete disarmament under strict international control. It is our profound hope that women will not only use their influence to keep governments working toward this end but we believe also that women must equip themselves for and assert their right to sit at the table of government and on international delegations that are responsible for arms control and disarmament.

Basically, the issue and challenge which we face is to develop and utilize the untapped potential of over half the world's population. There is a great scarcity of women in policymaking positions in the world. Women remain significantly absent from high-level posts in governments, in international affairs, in the professions, and in business.

Women want to share with men the responsibilities and the duties involved in decisions affecting peace and development as well as in decisions that affect their lives. But unless they are able to move into the top positions in their fields, their impact in national and world affairs will be negligible and the possibilities of helping other women to move ahead in their roles will be nil.

Women's presence must be felt if we want the policies of the public and the private sector to be altered so as to be more equitable for women and men. This is one of the major areas of concern and focus of our U.S. National Commission on the Observance of International Women's Year.

At this conference we must insist that the United Nations and its specialized agencies provide opportunities for women to rise to the highest levels.

During the last General Assembly the U.S. delegation introduced a resolution, inspired by Senator Claiborne Pell, designed to assure that priority is given to projects within the U.N. Development Program that integrate women into the development process. This is a step in the right direction but responsibility now, though, is to assure that this resolution is carried out.

At the initiative of the U.S. delegation, too, the U.N. Secretariat has set up a personnel committee to make sure that there
shall be no discrimination against women in hiring or promotion within the U.N. Secretariat. The next step is to secure the establishment of other personnel committees throughout the entire U.N. system.

**Developing Strategies for Change**

Action by national governments will have a still broader effect upon the status of women than the international actions proposed above. A majority of governments have committed themselves to the principles of equality and of integrating women in development through their adherence to U.N. conventions and resolutions on these subjects.

This conference must build a plan of action that includes specific national measures for translating principles into action. Upon leaving this conference, participants must assume the responsibility for assuring that each of their governments puts into action the policy recommendations and provides the necessary resources to adopt the measures called for in the plan of action.

The U.S. delegation and the National Commission on the Observance of International Women's Year have held several meetings with our nongovernmental leaders to discuss the implementation of the World Plan of Action. We have a commitment to work together to insure the full implementation of the plan of action in our country upon our return from Mexico City.

I am pleased that so many nongovernmental leaders from around the world have assembled here in Mexico City to attend this conference and also the International Women's Year Tribune. I think that one of the strongest assets of the world conference is the interest of the nongovernmental organizations and the input they will provide the delegations to this U.N. conference.

In order to escalate the process of equality for women and for integration in development, we must devise strategies to change attitudes and behavior that have resulted from cultural conditioning. We cannot accomplish this by institutional change alone. Escalating strategies directed at attitudinal change involve not only the way men see women but also how women see themselves. Women are learning that to compete is all right, for they are looking at themselves in a new light. They are learning that women must build support systems within existing structures—whether business, government, political, academic, or cultural. Women must develop support systems to change the degrading sex-role stereotype and images of women. A myth prevails that women are not competitive—that they seem to lack motivation to progress and to participate in all phases of society.

However, we must keep in mind why this is perceived to be the case. We must remember the impact that conditioning has had on women. From the moment they are born, women's role in society has been dictated by culture and tradition. This affects the way their role is perceived by men, by the society, and by themselves.

We must examine and reassess old myths that society holds about the capacities, potential, and lifestyles of girls and women. Self-images for women are beginning to change, but the society, and by themselves, must register clearly its dissatisfaction.

We must make changes in the portrayal of women in program content and commercials in mass media—radio, television, newspapers. Educational materials in the schools—textbooks, visual aids, curricula—all need to be reexamined and changed to reflect the changing role of women and men in the society and to eliminate sex-role stereotypes.

To effect change in any area of life, women must seek and achieve leadership roles in management and public administration. Change will be accelerated when women serve in prominent positions in planning, policymaking, and decision-making roles in society.

Under the office of the Assistant Secretary for Education, the highest ranking official of education in the United States—currently a woman and a member of our delegation, I am proud to say—has developed programs based on special women's research being conducted at the National Institute of Education on changing sex roles in American culture, female role ideology, and educational aspiration, to mention a few.

Finally, this conference should serve as a stimulus to men as well as to women throughout the world. We hope that from this conference men will gain a vision of a more just society in which an equality for women and participation by them will mean a more varied and equitable sharing, to the benefit of men as well as women. It is the conviction of women globally that the goals of International Women's Year—of equality, development, and peace—are not goals for women but serious goals for a world society and that men no less than women stand to gain. It should be the objective of the conference to make this conviction take root and grow.

**STATEMENT BY MRS. HUTAR, JULY 2**

The U.S. delegation regrets that this conference must conclude with a declaration which remains unacceptable to a number of countries.1

There are, to be sure, many paragraphs and ideas in the declaration which we strongly support. Many of these paragraphs dealing with the problems and concerns of women for which this conference was convened—are very similar to those in the draft declaration which we cosponsored. We believe this illustrates the closeness of our views on the women's issues and the solidarity of our efforts here to gain full and equal participation of women as decision-makers in the economic, political, and social life of their countries and to eliminate sexism.

My delegation, along with the delegations of the United Kingdom and the Federal Republic of Germany, made repeated efforts to enter into serious negotiations about other political and economic points in the Group of 77's draft on which there was disagreement. However, there was no opportunity to pursue such negotiations. We deeply regret, therefore, there was no chance to work out language on those parts of the draft declaration which we could not accept.

1The Declaration of Mexico on the Equality of Women and their Contribution to Development and Peace was adopted by the conference on July 2 by a vote of 89 to 3 (U.S., United Kingdom, Mexico, abstentions). A draft declaration sponsored by the Federal Republic of Germany, the United Kingdom, and the United States was not pressed to a vote in the First Committee.

We find this all the more disappointing because we share the deep concern expressed at this conference for the role of women in the developing countries. We have joined in supporting reports of improving the status of their status and assure their participation in society on an equal basis with men.

The draft declaration before the conference today also contains certain formulations and references to certain U.N. documents which the United States has consistently opposed. For this reason, the United States voted against operative paragraphs 18 and 19 when the draft was considered in the First Committee. The United States remains willing to enter into serious negotiations to narrow the remaining differences where they exist on specific economic issues, but we obviously cannot do so at this conference.

An additional reason for our position today is the inclusion of four paragraphs which unnecessarily encumber the declaration with specific political viewpoints not shared by many delegations. References to "Zionism" and the role of women throughout the world. We believe we should fairly reflect, therefore, the concerns of all those represented in this conference by the belief that this was a meeting of all nations of the world to promote the status and the role of women throughout the world. We believe we should fairly reflect, therefore, the concerns of all those represented here. We should try to reach conclusions with which we can all agree.

We have been able to do so to a considerable extent at this conference. However, differences do remain which we can all agree and on matters of importance, my delegation must register clearly its disagreement.

Accordingly, Mr. President, my delegation voted against the declaration. In doing so, I also wish to reiterate the intention of the U.S. delegation and women throughout the United States to work with determination and good will to implement the World Plan of Action, the only major document unanimously adopted.
RESOLUTIONS SPONSORED OR COSPONSORED BY THE UNITED STATES

Women in the Employ of the U.N.

8. The situation of women in the employ of the United Nations and specialized agencies should be considered at the Conference of the International Women's Year,

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

Noting the study "The situation of women in the United Nations", issued by UNITAR (United Nations Institute for Training and Research) in 1973, is a compilation of data which confirms the widely known fact that, in comparison to men, the position of women within the United Nations, work in it, achieve promotion and enjoy its benefits are by no means as equitable as the Charter of the United Nations requires.

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

Recalling that the Ad Hoc Group on Equal Rights for Women prepared a draft plan of action concerning women and development and presented a petition to the Director General on 7 March 1975 making specific suggestions for the improvement of the treatment of women employees of the United Nations,

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

2. Endorses the efforts made to bridge the gap in the recruitment of staff, including women, in the Secretariat of the United Nations between developed and underdeveloped countries in accordance with the principle of equitable geographical distribution contained in the Charter of the United Nations

Family Planning and Integration of Women in Development

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

The World Conference of the International Women's Year,

Considering that the full integration of women in maternal health and child welfare as an integral part of health programmes;

(a) to make available to all persons the necessary information on and access to adequate facilities and services within easy reach to enable women so desirous to control the number and spacing of their children, and, furthermore, to prepare young people for responsible parenthood;

(b) that, within the limits of each country's resources, a country should be free as soon as possible to ensure equal access to formal and non-formal educational opportunities, including technical education;

(c) to make education and training available to women and men of all ages;

(d) to include women on all boards and councils at all levels in relation to the numbers of women and men of all ages;

(e) that educational programmes should be relevant to the needs and resources of particular individuals, communities, cultures and countries;

(f) that life-long education should be accessible to women and men of all ages;

(g) that education should be provided at all levels in order that girls and boys may have access to identical curricula and resources at every level so that they may be able to form a more realistic picture of each other;

(h) that all curricula should be free of sex bias, and should include a critical analysis of sex-role stereotyping;

2. Recommends to Governments:

(a) that genuine reforms should be carried out in educational systems, beginning with early childhood education, so that girls and boys will be provided with equal opportunities;

(b) that training for teaching, counselling and administration should be without sex bias or discriminatory attitudes and should heighten teachers' awareness of the full range of abilities in both sexes;

(c) that as far as resources permit, all health, education and social administration men and women should be given equal opportunities;

(d) that all forms of mass communication and technology should be used to expand the educational opportunities for girls;

(e) that all teaching media and materials should be free of sex bias and should be directed towards changing discriminatory attitudes;

(f) that all skills and human resources of the community should be identified, and that full use should be made of these skills and resources in the educational process, with particular emphasis upon the contribution of women;

(g) that training and promotion centres for women should be established, in the form of community or co-operative educational centres in rural and urban areas where the need is greatest;

(h) that these should be flexible continuing educational and social and research and evaluation of education programmes as they affect women and men and as they bring about changes in attitudes and roles for both women and men;

3. Urge that structures and strategies be evolved and implemented by governments in Trinidad and Tobago as well as in the United States, Uruguay, and Venezuela, adopted by the conference on July 2 without a vote.

4. Calls upon non-governmental organizations to assist Governments in such programmes.
5. Requests the United Nations system, in particu-
lar, the International Children's Fund, the
International Labour Organization, the United Na-
tional Educational, Scientific and Cultural Organiza-
tion, the World Health Organization and the Food
and Agriculture Organization of the United Nations,
to assist Governments, at their request, in the planning
and implementation of such programmes;
6. Treaty also requests the Secretary-General to give
priority, in the allocation of finances from the Fund
for International Women's Year, to literacy and
education programmes for women.

Research and Training Institute

26. International Research and Training Institute
for the Promotion of Women

The World Conference of the International
Women's Year,

Resolving General Assembly resolution 3091
(XXVII) of 18 December 1972, in which the Assem-
bly proclaimed 1975 as the International Women's
Year to be devoted to intensified action to ensure
the full integration of women in the total develop-
ment effort,

Taking into account General Assembly resolution
3545 (XXIX), in which the Assembly called upon the
United Nations system to provide increased assistance
to those programmes, projects and activities
that would encourage and promote the
further integration of women into national, regional
and interregional economic development activities,

Noting that the inadequacy of research, data and
information is an impediment to the formulation
of development strategies and programmes for further-
ning the advancement of women,

Deeplv conscious of the need to provide training
opportunities to enhance the effective participation
of women,

1. Decides to recommend the establishment, under
the auspices of the United Nations, of an Interna-
tional Training and Research Institute for the Pro-
motion of Women, financed through voluntary
funds, in collaboration with appropriate
national, regional and interregional economic and
social research institutes and the specialized
agencies of the United Nations; would
(a) Undertake research and the collection and
dissemination of information as the basis for the
formulation of programmes and policies for the
effective participation of women;
(b) Assist in the design of research for the
monitoring of changes in the situation of women
and the impact on their lives of economic, social
and technological changes;
(c) Develop, adapt and provide training pro-
grammes for women, in particular those of the
developing countries, which would enable them to
undertake national research, to assume leadership
roles within their own societies and to increase their
earning possibilities;

2. Invites the Secretary-General to appoint, with
due regard to the principle of geographical distribu-
tion, a group of experts to assist him in the establish-
ment of this Institute and to draw up its terms of refer-
ences;
3. Requests the Secretary-General to submit a
report, on the basis of the group of experts, to the
Economic and Social Council at its sixteenth session.

Measures for the Integration of Women
in Development

57. Measures for the integration of women
in development

The World Conference of the International
Women's Year,

Recalling that General Assembly resolution 3091
(XXV) of 24 October 1970 set forth the Interna-
tional Development Strategy for the Second United
Nations Development Decade, which included among
its objectives the full integration of women in the
total development effort,

Recalling also that in resolutions 3015 (XIX) of 18 December 1972 and 3275 (XXIX) of 10 Decem-
ber 1974 the General Assembly proclaimed that International Women's Year 1975 should be devoted
in intensified action, sector by sector, to ensure the full integration of women in the total development effort,

Recalling further that the General Assembly, in its
resolution 3545 (XXIX), called upon the United Nations system to provide increased assistance
to those programmes, projects and activities that would encourage and promote the further integration of
women into national, regional and interregional economic development activities;

Taking into account General Assembly resolution
3545 (XXIX), in which the Assembly called upon the
United Nations system to provide increased assistance
to those programmes, projects and activities that would encourage and promote the further integration of
women into national, regional and interregional economic development activities; and recommended to
all organizations concerned within the United Nations system to review their work and personnel
programmes in order to assess their impact on the
further participation of women in development,

Noting that in its resolution XII the United Na-
tions World Population Conference requested the United Nations organs and the specialized agencies to
give special consideration to the problems of develop-
ment and to the improvement of the status of
women, especially in connection with the review of
and appraisal of the Strategy for the Second
United Nations Development Decade and in the
deliberations of the General Assembly at its special
session requested in this connexion,

Noting also that in its resolutions II, V and VIII,
the United Nations Women's Year Declaration,
the Integrated Priority consideration of women in every stage of the design, planning, implementation and evaluation
of development programmes and projects,

Noting further that the Governing Council of the
United Nations Development Programme at its
sixteenth session in 1975 recommended that more
women in development should be a continuing con-
sideration in the formulation, design and implemen-
tation of the projects and programmes of the United
Nations Development Programme,

Hearing in mind that the Economic and Social Council,
in its resolution 1424 (LVIII) of 6 May 1975, requested United Nations bodies to pay par-
icular attention to the evolving status of women,
keeping in mind the mutual interaction among popula-

tion factors, social and economic development and the
status of women, and called for monitoring of the
progress of short-term and long-term pro-

Recalling also the recent resolutions and actions of United Nations specialized agencies
are designed to further the integration of women in
development,

1. Recommends that all organs of the United Nations system, specialized agencies,
and other international, technical and financial as-
sociate programmes and agencies:

(a) Give sustained attention to those initiatives that integrate women in the
development process;
(b) Incorporate in their development plans, pro-
grammes and sector analyses, and programme docu-
ments an impact statement of how such proposed programmes and projects will affect women as participants and
beneficiaries, in consultation with the United Nations
Commission on the Status of Women;
(c) Establish a review and appraisal system and undertake to serve in the design, implementation,
evaluation of programmes and to use social and
economic indicators as a means of measuring prog-
ress in the integration of women in the develop-
ment process;
(d) Ensure that women shall participate on an
equitable basis with men on all levels of decision-
making that govern the planning and implementa-
tion of these programmes, keeping in mind the
principles of non-discrimination and the right of
women to serve on all Main Committees of the
United Nations system and on all Main Committees of the
United Nations system to review their work and personnel
programmes in order to assess their impact on the
further participation of women in development,

2. Invites Governments of all States Members of
the United Nations and private organisations
engaged in development programmes to adopt the
above recommendations in their programming
processes.

Participation in International Conferences

51. Women's contributions to world peace through
participation in international conferences

The World Conference of the International
Women's Year,

Noting that less than 10 per cent of the delega-
tions to sessions of the General Assembly and to
most United Nations conferences are women,

Noting also that the achievement of the goals of
International Women's Year and of the United Nations
in world peace should hold positions of policy and decision-
making. In view of the above, Governments in order to
make a greater contribution towards international
peace,

1. Recommends that the current Governments of Member States should seek to increase substantially the number of women in their delega-
tions to meetings held under United Nations auspices, particularly the Seventh Special Session of the General Assembly and the thirteenth special session of the General Assembly.

2. Further recommends that Governments of Member States should not only maintain this in-
crease in the representation of women but should seek to improve upon it in subsequent years;

3. Further recommends that the Governments of Member States should not limit the representation of women to the Third Committee of the United Nations General Assembly but should appoint women to serve on all Main Committees of the General Assembly.

TEXT OF WORLD PLAN OF ACTION

10. WORLD PLAN OF ACTION FOR THE IMPLEMENTATION
OF THE OBJECTIVES OF THE INTERNATIONAL
WOMEN'S YEAR

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 women and men and of
nations large and small, and . . . to promote social progress and better standards of life in larger freedom.

2. The greatest and most significant achievement
achieved during recent decades has been the interaction of a large number of peoples and nations from alien colonial domination into the family of nations to become members of the community of free peoples. Technological progress has also been achieved in all
globes of economic and social progress during the past three decades, thus offering substantial possibilities for im-
mproving the standards of living for all peoples, the

"Adopted by the conference on July 2 without a
vote (text from U.N. doc. E/7235, report of the World Conference of the International Women's Year, provisional). The conference adopted two
resolutions providing for implementation of the
call, entitled "International co-operation under
projects designed to achieve the objectives of the
Second United Nations Plan of Action and the United
Nations system in implementing the World Plan of Action."

"Sponsored by Austria, Barbados, Cambodia, Tanz-
ania, Chad, Costa Rica, Djibouti, Nepal, Mali, Mozam-
bcue, Pakistan, Senegal, the Sudan, Swaziland, and
the United States; adopted by the conference on July 2
without a vote."

"Sponsored by Egypt, Iran, Jamaica, Mexico,
Pakistan, Senegal, and the United States; adopted
by the conference on July 2 without a vote."

Noting that less than 5 per cent of the representa-
tives are women.
The last vestiges of alien and colonial domination, foreign occupation, racial discrimination, apartheid and nationalisms in all their forms are still among the greatest obstacles to the full emancipation and progress of legal and all of the peoples concerned. The benefits of technological progress are not shared equally by all members of the international community. The developing countries, which account for 70 per cent of the population of the world, are in a state of world imbalance. It has proved impossible to achieve uniform and balanced development of the international community unilaterally, and, for this reason, it is urgent to implement a new international economic order in accordance with General Assembly resolution 2616 (A-V) 3.

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

4. In these various instruments the international community has proclaimed that the full and complete development of a country, the welfare of the world and the freedom of all are required, the maximum participation of women as well as men in all fields. It has stated that women have the basic human right to the enjoyment of social and economic progress and should, on their part, contribute to it. It has condemned sex discrimination as fundamentally unjust, an offense against human dignity and an infringement of human rights. It has in this sense termed sex discrimination as a violation of the equal rights of men and women. Therefore, special attention must be paid to the situation of the woman worker in industry and in services. Women workers feel painfully the effects of the present economic crisis, the growth of unemployment, inflation, wage poverty, lack of resources for education and medical care, unexpected and unwanted side-effects of urbanization, and many others. Women workers have insisted on 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.

5. Despite these solemn pronouncements and notwithstanding the work accomplished in particular by the United Nations Commission on the Status of Women 4 and the general progress in translating these principles into practical reality in proving slow and uneven. The difficulties encountered in the preparation and implementation of the many instruments are attributable to the complexities created by the considerable differences between the economic, social, cultural, and political situations of all the member states in their traditional quest for equal rights of the human person.

13. However, that public opinion often overlooks the many women of regions under alien domination, particularly those subjected to apartheid who experience daily the terror of repression and who struggle against the establishment of a new economic order in accordance with General Assembly resolution 2616 (A-V).
the protection of human rights and full equality be-
tween the sexes. Indeed, the world is un-
ti voted national co-operation in this area. The
International Women's Year is one of the
most important activities in this field.
23. The Plan of Action adopted by the World
Conference on the International Women's Year is a
decade-long plan of action. It includes two
sections: one on national action and one on
international action.
24. National action comprises a variety of
activities designed to improve the status of
women and to promote equality between
men and women. It includes the establish-
ment of national commissions, women's bureaux
and other bodies, with adequate staff and budget, can be an
effective tool for achieving these goals. The
Plan of Action also outlines specific
measures and activities to be undertaken by
governments to implement the goals set in connexion
with the objectives of the Plan.
25. National action should be based
on the principles of non-discrimination on the ground
of sex and of equality of rights and responsibilities
of women and men. Therefore, general ac-
ceptance of these principles, as embodied in the
relevant international instruments, is essential. The
Plan of Action should therefore be adopted
by Governments in order to ensure that
all activities are carried out in conformity with
these principles.
26. National action should be
implemented at all levels of government, from
local to national. It should include measures
to improve the status of women, to promote
equality and to ensure the effective participation
of women in all aspects of society.
27. National action should be
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these principles.
1980) the achievement of the following should be envisaged as a minimum:

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

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

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

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

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

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

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

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

(i) The promotion of equality in the exercise of civil, social and political rights such as those pertaining to marriage, citizenship and commerce;

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

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

(l) The development of an inter-disciplinary and multi-sectoral framework within the government for accelerating the achievement of equal opportunities for women and their full integration into national life.

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

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

II. SPECIFIC AREAS FOR NATIONAL ACTION

49. The specific areas included in this chapter of the Plan have been selected because it is considered to be key areas for national action. They should not be viewed in isolation, however, as they are closely interrelated and all peoples, of both rural and urban areas, are required to participate in order to achieve the objectives they represent.

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

50. An essential condition for the maintenance and strengthening of international co-operation and peace is the promotion and protection of human rights for all in all 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 the combating of colonialism, non-colonialism, foreign domination and alien subjugation, apartheid and racial discrimination, the peace efforts of women as individuals and in groups, and in national and international organizations should be recognized and encouraged.

51. The achievement of the goal of peace should proclaim their solidarity in support of the elimination of gross violations of human rights condemned by the United Nations and its principles involving acts against the moral and physical integrity of individuals or groups of individuals for political reasons or for participating effectively in political life.

52. The efforts of intergovernmental and non-governmental organizations having as their aim the strengthening of international security and peace and the development of friendly relations among nations and the promotion of equality with men to and women among States should be supported, and women should be involved in planning for the development of 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.

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

54. Political 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.

55. Women and men should be encouraged to participate in political life at the national, local and community levels, and that they shall be made aware of their responsibilities as citizens and of the problems affecting society and affecting them directly as women.

56. Where legislation does not exist guaranteeing 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.

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

58. A basic human right recognized in many international and regional agreements, and promoted in all international forums, is the right to vote and to participate in political life. However, it must be emphasized that this is a matter for constant vigilance and not only for a one-day observance.

59. Where special qualifications for holding public office are required, they should apply to both sexes equally. Educational qualifications, experience and other requirements should be considered also in the appointment of women to public office.

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62. Governments should establish goals, strategies and time-tables for increasing within the decade 1975-1980 the number of women in elective and appointive public offices at all levels.
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. Areas of study are dominated by conventional attitudes, concepts and norms concerning the respective roles of men and women. 

70. As long as women remain illiterate and are only subjected to domination 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 literacy is the responsibility of the father of her children during the formative years of their lives.

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

72. The measures taken should conform to the existing international standards and, in particular, to the Convention and 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.

73. Educational, training and employment strategies should be co-ordinated and based on population projections. The concept 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.

74. Target dates should be established for the eradication of illiteracy and high priority given to the motivation for change so badly needed to improve the quality of life for all. There is often discrimination in the nature and extent of education and training of boys and girls without discrimination should be provided and effectively enforced as quickly as possible. Every effort should also be made to ensure that books, school lunches and transport are other essential services are available and of high quality.

75. In order to assist in achieving high drop-out rates among school-aged girls and to enable women to participate in productive activities, 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.

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

77. 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.

78. Textbooks and other teaching materials should be re-evaluated and, where necessary, rewritten to ensure that they reflect an image of women's 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.

79. Reorienting and retraining teachers should be promoted to identify discriminatory practices in education and training and to ensure educational equality. New training and teaching techniques should be encouraged, especially audio-visual techniques.

80. Co-education and mixed training groups should be actively encouraged and should provide special guidance to both sexes in orienting them towards new opportunities and interests. For this purpose, special schemes, 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 school, or to provide a new training course, and to particular 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.

81. Free and compulsory primary education for both sexes at all levels of education and training should be the same for males and females. Women's chances of obtaining wage-earning employment are in practice further reduced, even where policies of non-discrimination have been laid down.

82. Governments should formulate policies and action programmes expressly directed towards equality of opportunity and treatment for women workers and employers. Women's right to equal pay for equal work, to equal conditions of work and to advancement.

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91. Specifc target dates should be established for achieving a substantial increase in the number of women in management 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, nutrition, housing and health. Co-operatives may also be the most appropriate and feasible arrangement for child-care and could also provide employment opportunities.

92. To enhance the effective implementation of such programmes is the provision of adequate training in co-operatives and entrepreneurial skills, access to credit and for small-scale enterprises; improved tools, assistance with marketing, the provision of adequate rural social services and amenities, decentralization of development activities, rural areas and basic infrastructural arrangements, such as child-care arrangements, transportation and convenience situated water supplies.

93. Special efforts should be made to increase the participation of women in the operation 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 community projects, such as projects for diversification, import substitution and expansion of rural activities for farming, forestry, fisheries, animal husbandry and agro-industries.

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100. Governments, employers and trade unions should ensure that all women are aware of the right to maternity protection including maternity leave with a guarantee of return to employment and to nursing breaks, in keeping with the principles laid down in the International Labour Organization's Maternity Protection Convention (Revised) and Recommendation, 1952. Provisions relating to maternity protection should not be regarded as excessive.

101. Special attention should be given to the need for in-service training of health personnel. Women should have opportunities to take part in educational courses designed to improve their knowledge and to familiarize themselves with the most recent developments in the health field. Women should be closely involved in the planning of health policy and in the organization and management of health services. The health needs of women should be given high priority, and attention should be paid to women's special problems.

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

104. Domestic work is often the first job for women entering the labour force. Women should be protected from exploitation and should be given opportunities for training and to improve their lot.

105. Disciplinary treatment of women in the workplace should be eliminated. Women workers should be covered equally by all aspects of such schemes.

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

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

108. While everyone has an undeniable right to health, conditions in many countries, and especially in rural areas, have often precipitated the sexual employment of women by this right equally with men. The situation becomes more accentuated in societies where considerable shortages of health personnel and facilities and constitutes a high cost to the family, social development and the care of child and mother need to be organized in rural and urban neighbourhoods, and women should be actively encouraged to participate. These classes should therefore be actively encouraged to participate in as many of these classes as possible.

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

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

113. Within the context of general health services, Governments should pay particular attention to women's special health needs by providing for: pre-natal, post-natal and delivery services; gynecological and family planning services during the reproductive years; comprehensive and continuous health services directed to all infants, pre-school children and school children, without prejudice on grounds of sex, poverty or dealer's case; maternal and child care during pregnancy, in conditions on delivery of health care in different socio-economic contexts, and develops primary health care services that are easily accessible to every member of the community. In particular, especially in rural areas, should be encouraged through adequate training programmes, to provide such health care services to their communities. Women should be made to ensure that women have the same access to their care as men. Women's clinics and medical teams should make periodic visits to all villages.

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

115. Education should not be conceived to overcome prejudices, taboos and superstitions that prevent women from using existing health facilities. Special efforts should be made to inform the urban poor and rural women about existing medical services.

116. Within the context of a massive programme of health education and services, courses in health education, maternal and child care should be organized in rural and urban neighbourhoods, and women should be actively encouraged to participate. These classes should therefore be actively encouraged to participate in as many of these classes as possible.

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and other measures should be taken to ensure that men and women shall enjoy full legal capacity and the exercise thereof relating to their personal and property rights, including the right to acquire, administer, enjoy, dispose of and inherit property (including property acquired during marriage). Limitations, where such exist, should apply in the context of marriage and the principle of equal rights and responsibilities would mean that both partners should perform an active role in the family and shoulder the importance of combining home and work responsibilities, and should share in the tasks connected with the care of the family and children. At the dissolution of marriage, this principle would imply that procedures and grounds of dissolution of marriage should be liberalised and applied 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.

151. 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.

152. Education for personal relationships, marriage and family life, health, including reproductive development, should be integrated into all school curricula at appropriate levels and into programmes for out-of-school education, to promote the awareness of young peoples of responsibilities for responsible marriage and parenthood. These programmes should be based on the principle of mutual respect and shared rights and responsibilities in the family and in society. Child-rearing practices within each society should promote the principles of eliminating custom and traditions that encourage and perpetuate ideas about male superiority or inferiority on the basis of sex.

153. With the growing number of single-parent families, additional assistance and benefits for the family, if needed, 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.

154. 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 conditions of women in the family and in society of the family's social status and benefits, motherhood awards and similar measures.

G. Population

155. Economic, social and demographic factors are closely interrelated, and changes in one or more in-
156. Special efforts should be made to provide for the positive evaluation of women (whether from rural areas or from abroad, and for women workers and their families who live in urban slums and squatter settlements, and working in domestic-counselling, child-care, facilities, financial aid and, where necessary, loans to women interested in and other forms of assistance should be provided.

157. Special attention should also be given to the need for the elaboration of techniques which will ensure timely and accurate data and indicators to measure the situation of women, and their actual and potential contribution to society.

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

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

160. Governments which have not already done so should ratify or accede to the United Nations Convention on the Rights of Migrant Workers and on the Protection of the Exploitation of Others (1949).

111. Research, Data Collection and Analysis

IV. MASS COMMUNICATION MEDIA

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

175. At the present time, the media tend to reinforce stereotypes concerning women, often portraying an image of women that is degrading and humiliating, and fail to reflect the changing roles of the sexes. They may, however, in fact be in need of 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 of crops and goods;

(c) The economic and social contribution of housewives, domestic workers, in the rural and urban 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 analyzed by sex.

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

(a) The participation of women in national and regional research and international research activities, and to data collection and analysis on all aspects of the status of women, and to the development of adequate data and information are essential in formulating policies and evaluating progress and in effecting attitudinal and social change.

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

165. Many women are automatically excluded from the sphere of evaluation in national statistics because they are homemakers only and housework is nowhere considered to be an economic activity. Another large group of women are erroneously classified as homemakers only because it is assumed that their economic activity and their status is therefore not carefully investigated. This occurs particularly in relation to women who, in addition to domestic activities, are also self-employed handcrafts and other home-based economic activity by women in some rural and urban areas.

166. The National United Nations should extend the scope of its standards for data collection, tabulation and analysis to take the above recommendations into account. National statistical offices should also pay particular attention to the economic activity of the United Nations and its specialized agencies.

170. The United Nations should prepare an inventory of social and economic indicators relevant to the analysis of the status of women as soon as practicable, and in cooperation with the interested specialized agencies, the United Nations Research Institute for Social Development, the regional commissions and other relevant bodies.

171. This Plan gives high priority also to cross-cutting issues, e.g., the eradication of the causes of discrimination, economic activities, the role of the media in the formation of public opinion, the role of co-operative organizations, in particular the United Nations Social Development Institute. A network of such institutions and universities should be built up to facilitate the regular exchange of information and knowledge in co-operation with the United Nations.

IV. MASS COMMUNICATION MEDIA

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

175. At the present time, the media tend to reinforce stereotypes concerning women, often portraying an image of women that is degrading and humiliating, and fail to reflect the changing roles of the sexes. They may, however, in fact be in need of special attention and needs of women as an integral part of national and international programmes of statistics.

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

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

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

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

(c) The economic and social contribution of housewives, domestic workers, in the rural and urban 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 analyzed by sex.

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particular, the International Development Strategy for the Second United Nations Development Decade, the Programme of Concrete International Action for the Advancement of Women, the Programme for the Elimination of Racial Discrimination, the World Population Plan of Action, the recommendations of the World Food Conference on food production and the regional plans of action for the integration of women in development, adopted in 1974 by the Economic and Social Commission for Asia and the Pacific and the Economic Commission for Africa.

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

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

189. International action should support existing programmes and expand their scope in the following main areas, with data collection and analysis (see chap. III above); (b) technical cooperation, training and advisory services including technical consultation, studies and regional activity of organizations within the United Nations system; (c) improvement of national level; (d) dissemination and exchange of information and liaison with non-governmental organizations; (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 overall co-ordination with all the organizations of the United Nations system, and with the national and regional machinery referred to in the Plan.

1. Operational activities for technical co-operation

190. The United Nations Development Programme (UNDP) and 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 international organizations, intergovernmental organizations, agencies and foundations, and International and regional development banks and other international financial institutions, should work through project-objects that are highly specific in terms of the objective to be achieved, 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 when the needs are understood and diffused throughout the United Nations system.

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

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

193. All existing plans and projects should be reviewed with a view to extending their spheres of activities to include women. New and innovative projects should also be developed to achieve these objectives.

194. The following areas are of special importance:

(a) Integrated rural development. Special attention should be given to women in areas close to their adoption, in marketing, purchasing and sales techniques; basic accounting and business principles; 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 and the establishment of new education norms for women;

(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 high-level posts.

195. The resident representatives of the United Nations Development Programme (UNDP) should play a key role in the co-ordination of the United Nations Environment Programme. They should make sure that an equitable balance between men and women is achieved before the end of the Second United Nations Development Decade, and that any provisions or practices in their employment policies are adapted to the Plan.

196. 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.

197. High priority should be given to the preparation and adoption of the conventions on the elimination of discrimination against women, with effective procedures for their implementation.

198. 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 to overcome gained since their adoption.

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

3. Exchange of information and experience

201. The exchange of information and experience at the international level is an effective means of providing an overall view of the situation of women, and of 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, discriminations and problems and from solutions worked out jointly.

202. Effective international machinery should be established on existing bodies, such as the Commission on Human Rights, the Statistical Office of the United Nations, the Committee on the Status of Women, United Nations, the United Nations Special Committee on the Status of Women, the United Nations Educational, Scientific and Cultural Organization, the International Labour Organization, the United Nations Development Programme, and the United Nations Population Fund.

203. Meetings and seminars, including those organized by the United Nations technical committees, should be supported by the exchange of information and experience, should be continued.

204. Educational and informational programmes should be developed and extended to make all sectors of the population aware that discrimination against women should be ended.

205. Material documenting the situation of women in specific counties should 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 published on methods and techniques that have proved useful in promoting the status of women and integrating them into the process of development.

206. International organizations, both governmental and non-governmental, should strengthen their efforts to distribute information on women and related matters. This could be done through periodic publications on the situation of women, their changing roles and their elimination of all forms of discrimination and oppression.

207. The regional commissions for Africa, Asia, the Pacific, Europe, Latin America and Western Asia should undertake coordination and development of their national and local plans and programmes to further the objectives of the Plan in the regions. Where they have not already done so, regional commissions should establish appropriate machinery for the purpose. This might include a regional standing committee from the countries of the region to advise the committee on its activities directed towards the integration of women in development in the region.

208. 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 particular situation of women in any country and the factors facilitating or limiting their advancement;

(b) To assist in 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 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 that end.

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

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

209. The regional commissions should provide assistance in 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 to develop the cadres for formulating policies, schemes and implementing the activities indicated by this Plan.

210. The regional commissions should also promote technical cooperation between the countries of the region, utilizing the existing talent available. Two methods of, 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. This assistance 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 and personnel for the advancement of women from existing sources of multilateral and bilateral assistance, and to secure new sources of funds, including the establishment of revolving funds at the national and local levels.

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

212. National development banks such as the African Development Bank, the Asian Development Bank and the Inter-American Development Bank as well as regional banks, such as the Central American Bank for Economic Integration and the East African Development Bank, and bilateral funding agencies should be urged to accord high priority in their development assistance to projects that include the integration of women in development efforts and the achievement of equality. Such assistance should stimulate national support for improving the status and self-help activities.

VI. REVIEW AND APPRAISAL

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

214. The General Assembly has already made provision in its resolution 2767 (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 1976, in cooperation with Governments and taking into account the existing structure and resources of the United Nations system. The Economic and Social Council should review the findings of such a systematic evaluation with the object of making, whenever necessary, necessary modifica­ tions to the goals and recommendations of the Plan.

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

216. The Plan of Action should also be considered by the regional commissions, the United Nations Development Programmes, the United Nations Children's Fund, the United Nations Industrial Development Organization, the relevant specialized agencies and other international and non-governmental organizations at their meetings following the World Conference. The observance 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 Committees for Development Planning, and the Committees on Review and Appraisal of the Commission on Human Rights in 1976 and 1977. An item on action on the implementation of the Plan should be included in the agenda of the sessions of such bodies at intervals of no longer than two years.

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

218. At the national level, Governments are encouraged to undertake their own regular review and appraisal of progress made in achieving the goals and objectives of the Plan and to report on its implementation to the Economic and Social Council.

219. At the national level, the regional commissions should assume responsibility for monitoring the implementation of the Programme of Action on the Establishment of a New International Economic Order (1974) Chartier of Economic Rights and Duties of States (1974)"
FINAL
SUGGESTED MESSAGE FROM MRS. FORD

to the
INTERNATIONAL WOMEN'S YEAR CONFERENCE IN MEXICO CITY,
BEING HELD JUNE 20, 1975

[To Be Read By Mrs. Patricia Hutar]

As I am unable to be with you in Mexico City, I send my
cordial greetings to Mrs. Echeverria, Secretary General Sipila,
and to all who are attending this historic conference.

I wish you to know that the people and Government of the United
States are firmly committed to the goals of this Conference and to
the work that must follow it if those goals are to be reached.

The high purpose of International Women's Year--to promote
the equality of women--truly enhances the equality of us all. As
my husband said on the occasion of announcing our own National
Commission on the Observance of International Women's Year, the
search to secure rights for women frees both sexes from restrictive
stereotypes. Liberation of the spirit opens new possibilities for the
future of all individuals and of all nations. I am awed by the task
you face, I am inspired by the opportunity you have for progress.

I know that the co-leaders of the United States Delegation,
Mrs. Hutur and Administrator Parker, and their colleagues, will
work unceasingly with you in a spirit of cooperation to make the
Conference on International Women's Year a landmark in the history of
women's affairs and of humanity's search for peace and understanding.
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work unceasingly with you in a spirit of cooperation to make the
Conference on International Women's Year a landmark in the history of
women's affairs and of humanity's search for peace and understanding.
I wish you every success in your efforts to remove those barriers which deny women the full use of their talents and the full scope of their ambitions.

The goals of IWY, in promoting equality between men and women, is one for which we must all work, not just in the conference, but in our everyday life as well. It is a goal of major importance to all of us, men and women, for while your focus is properly on the role of women, both women and men, and our societies as a whole, will be the beneficiaries of improving the quality of life and hopefully contributing to both the peace and progress of the whole human race. Don't think the last sentence is necessary.
THE WHITE HOUSE
WASHINGTON

TO: Kaye Pullen
FROM: Sheila Rabb Weidenfeld

Thanks so much.
Draft Message from Mrs. Ford to IWY Conference, Mexico City
To be read by Mrs. Patricia Hutar.

I send my cordial greetings to all who are attending this historic Conference. It had been my deepest desire to be with you at this time, but, unfortunately there were conflicts in my schedule which could not be resolved.

Nonetheless, I wish you to know that the people and the Government of the United States are firmly committed to the goals of the Conference: the securing of equal rights for men and women everywhere. We know from our own experience that when women enjoy equality of rights, great economic and social progress is made. When women are deprived of rights, progress slows down. Today, throughout the world, there is a demand for improvement in the quality of life. In my opinion an important factor in such improvement is strengthening the rights of women in all societies.

I wish the Conference on International Women's Year the greatest success. May the beacons lit in Mexico City spread light throughout the world.

Sincerely,

Betty Ford

Blachly
Room 4804A
The goal of International Women’s Year is one for which we all must work -- that of promoting equality. It’s achievement is important to all of us. In equality rests the legacy for future generations.
Draft Message from Mrs. Ford to IWY Conference, Mexico City
To be read by Mrs. Patricia Hutar.

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Sincerely,

Betty Ford

Blachly
Room 4804A
You were called by Mildred Marcy, Coordinator of IWY Secretariat, Department of State - Office 632-3518 or 9 Home 301/268-6438

Understand that Mrs. Ford could not come to Mexico City on 20th because of her schedule, but that you had inquired if her presence on another day would be useful.

The U.S. Mission to the UN and State Department are willing to make any changes or arrangements to accommodate Mrs. Ford's arriving at any time during the Conference.

The U.S. is inscribed to speak at 10th speaker, but they can change this if Mrs. Ford could come to give opening speech.

Please call her or Barbara White, U.S. Ambassador to Conference, @ home this weekend, 212/753-9275

Am. Barbara White
following who schedule can be readjusted - Me

April 12

- 130 member delegations
- status of women
general debate

3:00

US delegation introducing proclamation on equality

Equality & development

written like a UN document
MESSAGE FROM MRS. FORD TO DELEGATES OF THE CONFERENCE
ON INTERNATIONAL WOMEN'S YEAR, JUNE 18, 1975

I wish you success in your efforts to move every nation toward
full use of the talents and skills of women. As economic and educational
doors open for women, improvement in their communities and nations
follows.

The goal of promoting equality between men and women, integrating
women into the social and economic development of all nations and recognizing
the contributions of women to world peace may not be achieved in
International Women's Year. However, progress made will be a grand
legacy for future generations.

Although your focus is on women, your impact will be on all people.

I am sure this conference will spark ideas that can be translated into the
everyday lives of millions of people.

My hope is that your work not only strengthens the cause of
equality for women, but helps build the community of world peace.

# # #
MEMORANDUM FOR: SHEILA WIDENFELD
FROM: ROBIN WEST
SUBJECT: United Nations World Conference of the International Women's Year

Attached is the list of the people who will compose the United States Delegation to the U.N. World Conference of the International Women's Year which will be held in Mexico City from June 19 to July 2. Secretary Kissinger does not plan to attend.

Please let me know if you need any further information.
United States Delegation to the United Nations World Conference of the International Women’s Year, Mexico City, June 19-July 2, 1975

Representatives

The Honorable Daniel Parker (Co-Head of Delegation June 19-21)
Administrator
Agency for International Development

The Honorable Patricia Hutar (Co-Head of the Delegation June 19-21; thereafter Head of the Delegation)
United States Representative on the Commission on the Status of Women of the Economic and Social Council of the United Nations

The Honorable Jewel S. Lafontant
Deputy Solicitor General
Department of Justice

The Honorable Jill E. Ruckelshaus
Presiding Officer, National Commission on the Observance of International Women’s Year

Alternate Representatives

Virginia R. Allan
Deputy Assistant Secretary for Public Affairs
Department of State

The Honorable Anne L. Armstrong
Member, National Commission on the Observance of International Women’s Year

Ruth Clusen
President, League of Women Voters of the United States

Arvonne S. Fraser
Former President, Women’s Equity Action League

Virginia Trotter
Assistant Secretary for Education
Department of Health Education and Welfare
Joan Goodin
Assistant Director
International Affairs Department, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees
American Federation of Labor-Congress of Industrial Organizations.

The Honorable
Rita E. Hauser
Member, United States Advisory Commission on International Educational and Cultural Affairs

The Honorable
Rita Johnston
United States Delegate to and Vice Chairman of the Inter-American Commission of Women

The Honorable
Joseph J. Jova
Ambassador Extraordinary and Plenipotentiary
United States Embassy, Mexico City

The Honorable
Patricia H. Lindh
Special Assistant to the President for Women
The White House

The Honorable
Carmen R. Maymi
Director, Women's Bureau
Department of Labor

The Honorable
Barbara M. White
Ambassador
Alternate United States Representative for Special Political Affairs, United States Mission to the United Nations

Congressional Advisors

The Honorable
Birch Bayh
United States Senate

The Honorable
Charles Percy
United States Senate
The Honorable
Bella S. Abzug
United States House of Representatives

The Honorable
Margaret M. Heckler
United States House of Representatives

Advisors

Muriel M. Berman
Vice Chairman
Women for Pennsylvania Bicentennial

Harrison W. Burgess (Secretary of Delegation)
Bureau of International Organization Affairs
Department of State

Emily Carssow
Assistant Professor of Law
University of Georgia

Catherine S. East
Deputy Coordinator, Secretariat for
International Women's Year
Department of State

Mary M. Haselton
Bureau of Oceans and International Environmental
and Scientific Affairs
Department of State

Shirley B. Hendsch
Bureau of International Organization Affairs
Department of State

Marion N. Javits
New York

Nira H. Long
Coordinator for Women in Development
Agency for International Development

Mildred K. Marcy
Coordinator for International Women's Year
Department of State

Guy A. Wiggins
United States Mission to the United Nations
Ruth Bacon
Director, Center for International Women's Year

Gilda Gjurich
Member, National Commission on International Women's Year

Morag Simchak
Office of Labor Affairs
Agency for International Development

Carl Hemmer
Bureau of Population and Humanitarian Assistance
Agency for International Development

Sally Werner
Bureau of International Organization Affairs
Department of State
September 30, 1975

Dear Mrs. Tomic:

I can't tell you how delighted I was to receive your letter and a copy of the speech you delivered at the INY Tribune 1975 in Mexico City. I very much enjoyed reading it. I was fascinated with the information you included and I am pleased with what I learned from your text.

It was a pleasure meeting you and I hope we will have an opportunity to see each other again in the near future.

Sincerely,

Sheila Rabb Neidenfeld
Press Secretary to Mrs. Ford

Mrs. Zora Tomic
President
Federal Committee for Health and Social Welfare
Belgrade, Bulevar AVNOJ-a 104, SIV II
Yugoslavia

Enclosure - filed in Press Office
September 3, 1975

Dear Miss Weidenfeld,

As agreed on occasion of our meeting at the dinner given by Mrs. Jovanka Broz, I am sending to you a copy of my speech delivered at the IWY Tribune 1975 in Mexico City.

Sincerely yours,

Zora Tomic
President

ENCLOSURE

Miss Sheila Weidenfeld
Press Secretary to Mrs. E. Ford
The White House
1600 Penna. Ave.
Washington, D.C.
U.S.A.
Women Across Cultures
Approach and Experiences of the
Yugoslav Women

by Zora Tomić

I come from a country in the southeast of Europe, situated mostly on the Balkan Peninsula, covering the area of more than 255,000 square kilometers, with the population of approximately 21,155,000, consisting of six peoples and twelve nationalities, living in six socialist republics and two autonomous socialist provinces, united in the Socialist Federal Republic of Yugoslavia. It is a country with an ancient culture - the witness of which are numerous historical monuments - inhabited by the Slavs in the seventh century. That is the territory where cultural influences of East and West meet. Various invaders devastated it, tried to enslave its peoples but neither could enslave nor destroy them. That is why in that territory and in that country the traces are still apparent not only of cultural wealth but also of the language, alphabet, religion, position of peoples and nationalities and even of economic development and traditions. Along with this strong consciousness of freedom, love for one's
own country and respect of other nations is deeply rooted, all of which is reflected in its own way in the socio-economic structure of the country and the position of women.

My country has reached her complete freedom only 30 years ago; it is a community of free peoples and nationalities who in the worst and the most cruel war in their history, - the struggle against fascist occupiers - had achieved not only their national liberation, the right to exist and to develop freely together with other brotherly peoples and nationalities, to be independent and to choose by themselves their own way of national development and relations, but also social liberation from domestic and foreign exploiters who collaborated with enemies of the people. Thus the working class took over the power and the governing of the state in its hands, the ownership of the means of production and had distributed land to those who cultivated it and, at the same time, set very ambitious social objectives for the achievement of which progressive forces had fought in pre-war Yugoslavia -- and for realization of an accelerated economic development -- and full utilization of all human and natural resources, full engagement of workers and citizens in the building up of a new socialist society and an independent state.
In that country women became de jure equal only with the first Constitution of the Federative Peoples Republic of Yugoslavia in 1946 but de facto the equality was achieved with the very fact that they, along with men, their comrades, took part in great numbers in the People's Liberation War - in the struggle for freedom, for national and social liberation. For the new army and the people's authorities, that grew out of that war, the question of equality of women never arose. More than 100,000 women fighters, of which 25,000 lost their lives in battle; among 90 national heroes and 40,000 wounded, over 3,000 serious invalids, Yugoslavia, during the Second World War, had lost 1,700,000 lives, what amounted to more than 10% of her total population. Of that number over 620,000 were women. More than 2,000,000 were engaged in the People's Liberation Movement, and in illegal bodies and organs of the people's authority.

All what was said above prove that only men and women together can realise progressive ideas and aspirations.

Thus, women not only have won their entry into political and social life of their country, with a gun in their hands - side by side with men - when fighting not only for the lives and freedom of their children and families, but all-
so for their people and humanity, but they likewise asserted themselves as full personalities and equal citizens.

The new state of workers, which was faced with two major tasks, continued to count on further participation of women. At that time, those two tasks were:

- elimination of the consequences of war devastations, reconstruction of the country and liquidation of economic undevelopment in order to create economic conditions and possibilities for the improvement of living conditions of all citizens;

- building up of a socialist society where the position of man depends only on his work and the satisfaction of basic human needs is in accordance with the possibilities of the whole society.

The participation of all citizens in the building up of the new society presupposes equal participation of women in the attainment of social objectives and their integration in all spheres of economic and socio-political life of the country under same conditions not only regarding their right to work but also regarding rights and duties deriving from work and as a result of that work. Therefore, I would like to mention a few facts which speak for themselves - facts which illustrate big changes in the socio-economic structure.
and the processes in my country - all of which reflects on the position of women as well.

The portion of people who lived on a very backward agriculture, decreased from 75% to only 38.2 per cent. Big migrations from rural to urban areas and from agriculture to industry took part. (Thus, for instance, in the period from 1948 to 1971, 1.4 million people have left agriculture, of which 500,000 were women). The economic development of the underdeveloped regions was intensified; the average rate of employment varied between 6.1 to 4.1 per cent in the period 1954-1974 (for men 3.5% and for women 5.8%).

Before the Second World War, the total number of employed women amounted to only 217,000, what equaled to 18 per cent of the total number of employed, while at the end of 1974 the respective figure was 1,308,000 i.e. 33.9 per cent of the total number of employed in the public sector. However, I have to mention that there exist big differences in the employment of women, depending on the stage of development; thus, in Slovenia, the percentage is 43.6%, in Croatia 37.4%, in Serbia 31.7%, in Montenegro 29.8%, in Macedonia 28.4%, in Bosnia and Herzegovina 27.6%, the Socialist Autonomous Province of Kosovo 21%. It should be noted, however, that a large group of women is not covered
by these figures. Those are 1,900,000 women or 42.1% of the total amount of the active agriculture producers, the actual promoters of the progress of agriculture and village and new socio-economic relations in agriculture. Besides, there are women who develop a new branch of economy, the so-called "folk arts and crafts" in which they express their creativeness, artistic talents and through which they preserve traditions in new conditions and at the same time this represents an opportunity for their economic independence. I should mention another fact: of a million of Yugoslav workers temporarily employed abroad, one third are women.

What it meant for women and young girls in various parts of Yugoslavia coming out of the house, starting to work and entering into social life, may be judged by some additional data. Before the Second World War 57% of women were illiterate and in some backward regions the percentage amounted to 80-90% of the female population (for example, in Bosnia 84% and in Kosovo 93.9%). For that reason, the new authorities set as their major task not only the elimination of illiteracy but also creation of conditions for basic education of all citizens and further general education and vocational training.
By the Constitution of the Socialist Federative Republic of Yugoslavia equal rights to education are guaranteed for both sexes, which means the 8 years compulsory schooling free of charge, complete freedom of choice of schools at all levels, equal treatment and curricula for both sexes and free choice of the place of education, etc.

Accordingly, today's percentage of illiterate women is 22.2 %, among which number more than a half are women over 65 years of age. On the other hand, in the 1973/74 school year the percentage of girl pupils in the elementary schools was 46.9 %, in the secondary schools, 45.1 %, in the higher school 45 % and in the high schools and universities 40.3 %. Among the holders of master's degree in the same school year, women counted for 22.6 % and doctor's degree had 20 % of women.

The participation of women in the vocational schools was somewhat smaller, i.e. 31.2 % of the total number of enrolled. As a result of high participation of women in the educational programme, the part which corresponds to women, among the educated population, was 51 % already in 1971, with permanent tendency to increase.

However, activities contributing to the attainment of social objectives have simultaneously developed health, child care, social welfare, etc. Many of them had been tradi
tionally linked with women, family or were left to private initiative and, therefore, the development of those activities signified at the same time that women could get rid of their burdens so that they may play their social role and bring into harmony the maternity with their productive work and obligations of citizens.

That is why we have scored great successes in the promotion of medical care of the population, and of children and women in particular, especially of the employed women and mothers, in the elimination of infectious and the so-called "social" diseases that abounded in the country.

At present, our health protection comprises the whole population and we have developed health service which covers the whole country. All health services and medicaments are not payed by the patients directly, but from the funds of self-managing communities of health, contributed, on the principle of solidarity and reciprocity, by all working people. But, also in this field exist big regional difference regarding natality, mortality (especially infants mortality) and the average life duration.

The number of child care institutions increased in 1971 to 2,502 with more than 271,000 places. In the last ten years the number of children covered by pre-school education increased by 80 %, but there is still much to be accom-
plished. We consider that such services are not only important from the viewpoint of caring for the children while their parents, and particularly mother, are at work, but also from the viewpoint of the development of child's personality and of creating equal conditions for the development of all the children. One of the forms of children's protection is the allowance for children which approximately 840,000 families with over 1,800,000 children is receiving.

We also view upon all these activities as a factor of present, and even future, productivity of labour and, the wealth of society which have to secure better and happier life for all.

We believe that the self-management communities for child welfare will, with their work, quicken the development of child welfare because that is their primordial task.

The results are encouraging, but we think that they are not sufficient and that little has been done to relieve the family from some household work which could be transferred to various services (such as canteens, services for the work in households, etc.), in order to make woman's life easier.

The process of transformation of the patriarchal family, with the traditional division of labour, is being done not only in the conditions of the objective social si-
tuation, but also under the influences which on the family life exercised, in several regions of Yugoslavia, different cultures, religions, traditions and the economic backwardness. It is clear that the changed status of woman in the society, in the first place, her economic emancipation, has contributed to the changes in the family in all regions, especially on the plan of democratization of family relations.

The picture of Yugoslav women would be distorted were it not supplemented by some data on their participation in the building up of social and political relations, in decision-taking, and on the system that accords them all the opportunities for participation. The social system of Yugoslavia is based on freely associated labour and on self-management of all working people in all the spheres of social life and work. Workers, associating their work and working with socially owned means, are entitled to manage, together and on an equal footing with other workers, means of production, to decide on the distribution of the results of their work: i.e. how much will go for personal incomes, how much for increasing the material basis of their work, for reserves and, equally important, how much for covering common needs (health, education, children's welfare, etc). I would add one more information; the political system of Yugoslavia is based on the system of delegates, that is, there is no classical type of representatives but consists of basic organizations of associated labour and local communities in which citizens work and live, elect from among themselves, by way of direct secret ballot, a certain number of persons
which comprise their delegation. Members of a delegation continue to work at their workposts, which means that there is not a common individual representative to whom the working people would confer the right to represent them, but a group of persons - a collective representation. The delegation sends from among its members a delegate to the assemblies of the commune, autonomous province, republic and federation respectively or to self-management bodies of other self-management communities.

In such a socio-economic and political system, it means that the centers of decision-making and power rest elsewhere, - that is, in the base - in the factories, villages, schools, basic organisations of associated labour, local communities, self-management common interest communities and so the participation of women in these social organisms is of utmost importance. In delegations of basic organisations of associated labour they account, for nearly the same percentage as among the employed, i.e. about 30 per cent, in communal assemblies, 15.2 per cent, in the assemblies of provinces, 20.9 per cent, in the assemblies of the republics, 16.8 % and in the Federal Assembly, 13. 4 per cent, and in workers councils, 33 per cent.

But, also in this respect there exist many differences. For example, in Slovenia, there are 25 % women
in the communal assemblies and in the Republic Assembly 26 %.

For us, the Yugoslav women, the self-management is the strongest weapon for solving the problems that obstruct the development of the society as a whole and the emancipation and liberation of the individual.

For these reasons, the question of social position of women is an integral part of the present and future efforts of the socialist self-management forces and the continuation of the battle that progressive forces, the working people, nations and nationalities, and the self-managers have been waging for 30 years, in my country, to make the maximum use of all the opportunities given to woman by our socio-economic and political system to decide, as a worker, on conditions and fruits of her work and to manage thereby all public business, starting from her work organisation and local community to the Federation, as well as to solve within that framework those problems that require her full engagement as a human being, as a worker, and which enable the woman to bring into harmony all her functions and, because maternity and parenthood are not one's own personal matter but it is an obligation of all citizens, to create conditions for happiness of children. All this represents the condition for further development of the country, for the achievement of human relations and social objectives.
Miss Sheila Weidenfeld
Press Secretary to Mrs. E. Ford
The White House
1600 Pennsylvania Ave.
Washington, D.C.
U. S. A.
INTERNATIONAL WOMEN'S YEAR 1975
UNITED STATES DELEGATION
TO THE
UNITED NATIONS WORLD CONFERENCE
OF THE INTERNATIONAL WOMEN'S YEAR
MEXICO CITY, JUNE 19 - JULY 2, 1975

REPERSENTATIVES

* The Honorable Patricia Hutar (Co-Head of Delegation June 19-21; thereafter Head of Delegation) United States Representative on the Commission on the Status of Women of the Economic and Social Council of the UN

* The Honorable Daniel Parker (Co-Head of Delegation June 19-21) Administrator, Agency for International Development

* The Honorable Jewel S. Lafontant Deputy Solicitor General, Department of Justice

* The Honorable Jill E. Ruckelshaus Presiding Officer, National Commission on the Observance of International Women's Year

ALTERNATE REPRESENTATIVES

* Virginia R. Allan - Deputy Assistant Secretary for Public Affairs, Dept. of State

* The Honorable Anne L. Armstrong - Member, National Commission on the Observance of International Women's Year

* Ruth Clusen - President, League of Women Voters of the United States

* Arvonne S. Fraser - Former President, Women's Equity Action League

* Joan Goodin - Assistant Director, International Affairs Department, Brotherhood of Railway, Airline, and Steamship Clerks, Freight Handlers, Express and Station Employees, American Federation of Labor-Congress of Industrial Organizations

* The Honorable Rita E. Hauser - Member, United States Advisory Commission on International Educational and Cultural Affairs

* The Honorable Rita Johnston - United States Delegate to and Vice Chairman of the Inter-American Commission of Women

* The Honorable Joseph J. Jova - Ambassador Extraordinary and Plenipotentiary, United States Embassy, Mexico City

* The Honorable Patricia H. Lindh - Special Assistant to the President for Women, The White House

* The Honorable Carmen R. Maymi - Director, Women's Bureau, Dept. of Labor
The Honorable Virginia Trotter- Assistant Secretary for Education, Department of Health Education and Welfare

The Honorable Barbara M. White- Ambassador, Alternate United States Representative for special Political Affairs, United States Mission to the United Nations

CONGRESSIONAL ADVISERS

The Honorable Birch Bayh- United States Senate

The Honorable Charles Percy- United States Senate

The Honorable Bella S. Abzug- United States House of Representatives

The Honorable Margaret H. Heckler- United States House of Representatives

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Sally Warner- Bureau of International Organization Affairs, Dept. of State

Guy A. Wiggins- United States Mission to the United Nations
Dear IWY Friends,

This is our last Newsletter before the Mexico City Conference -- the first time in history that there has been a world conference at the government level devoted to the situation of women.

The U.S. Delegation list is just out. We will include a flyer with the names as soon as we can get our hands on them.

If you are coming to Mexico City, you will find friends from the Center there, happy to see, and if possible, help you. We don't yet know what the arrangements will be, but we hope to have some office space somewhere. Marguerite Follett, Yvonne Lewis, Mary Virginia Busby and Annette Petella will be there at one time or another, and I have just learned that I am on the Government Delegation. Most of us will be staying on a Transair package travel arrangement at the Maria Isabela Hotel. So look around for us! For those of you who are not coming, we hope to have some lively and on-the-spot reports for you after the Conference.

During the Mexico City period the home Center in Washington will be womaned by a skeleton staff, so please be understanding about service there.

Recently I was told by an official of the UN Secretariat, a veteran of many previous UN "Years", that none had aroused the interest and enthusiasm among non-governmental groups the world over that IWY has already achieved. I don't know about other Years or the rest of the world, but I can report that exciting IWY news continues to pour into the Center from towns and cities and counties in every part of the country. There is also plenty of action here in Washington. I can cover only a few items but here goes!

1. The National Commission on the Observance of IWY 1975. The National Commission, chaired by Jill Ruckelshaus, has met twice, organized, surveyed what most needs to be done, and set to work. The meetings were open to the public and anyone attending could ask questions or offer comments, which many promptly and helpfully did. Items high on the Commission's agenda, for which committees have been set up, include ERA; better media coverage of women's role; matters affecting homemakers; women at work; and many more -- there are 13 committees in all so far. The committees are listed in the enclosed report prepared by Mary Virginia Busby. The report also gives details on the Commission's work and on the White House reception, arranged by Pat Lindh, Special Assistant to the President for Women, at which the President, supported by Mrs. Ford, stressed his commitment to working for the advancement of women. (You already have the list of Commission members.)
2. Plans for the World Conference and the Tribune. The World Conference of the IWY, Mexico City, June 19 - July 2, is scheduled to have a formal opening addressed by the President of Mexico. Each country participating in the Conference -- there are 138 UN Members but we don't have figures yet as to how many will attend -- is entitled to one head delegate, two additional accredited representatives, and as many alternates and advisers as needed. At first, the formal Conference sessions (plenary sessions) will probably be occupied largely with general statements from delegates. By custom, the head delegate of the host country is chosen as presiding officer, so the Mexican delegate will presumably be in the chair, spelled from time to time by vice presidents elected by the Conference. The Mexican IWY Coordinator has said that many of the Conference sessions as well as of the Tribune will be carried on live TV. It is expected that there will be two main committees on which each country can be represented and at which initial discussion of most agenda items will take place, with reports and recommendations later to the plenary sessions.

The Tribune will have a formal opening on the evening of June 19. There will be daily briefings on proceedings of the Conference. Tribune sessions will be devoted to major world issues affecting women. The agenda is not yet final but consideration is being given to such topics as Building Human Community; Women across Cultures; Women at Work. A preliminary outline is enclosed.

3. Draft World Plan of Action. The Draft World Plan of Action, prepared by the UN Secretariat on the basis of discussions by the Consultative Committee in New York in March, is a major item on the Conference agenda. It is intended to provide guidelines for action at the national, international and regional levels, over a ten-year period 1975-1985. Some of the measures suggested relate to matters which are not of direct concern within the U.S., such as measures to provide free elementary school education for girls, or to reduce illiteracy among women. Other steps in the draft Plan could be of interest here, and there are insights and suggestions on a number of matters which make the document important. Unhappily, the document is written in "bureaucratic" language, devoid of excitement or inspiration. It is also 45 pages long and so we cannot provide copies. I have made some excerpts which I enclose. They are admittedly inadequate to give the full substance of the draft Plan, but they are the best I can manage with the pressures of space.

4. The "New International Economic Order" and the Conference. There are references in the draft World Plan of Action to the New International Economic Order (NIEO). The NIEO has also figured prominently at recent world conferences such as the Law of the Sea, Population, and Development. As it will doubtless arise at Mexico City, some comment here may be of interest.

The NIEO is strongly supported by the developing countries which now form a large majority of UN Members. It traces from two Resolutions adopted at the Special Session of the UN General Assembly in May 1974 and from the Charter of Economic Rights and Duties, adopted by the UN General Assembly in December 1974. The two Resolutions in question were adopted without objection or formal vote but during the discussion preceding their adoption some 35 countries, including the U.S., indicated reservations, some basic, some merely matters of phrasing. The Charter received an overwhelmingly favorable vote, with only six negative votes and ten abstentions. The negative votes came from the U.S., Belgium, Denmark, Germany, Great Britain, and Luxembourg. Some other countries voted against individual paragraphs of the Charter but abstained on the final vote.

The subject is a complicated one. Stated briefly, the NIEO calls attention to the great discrepancy between the level of living experienced by many persons in the developing countries as compared with persons in the developed countries; and concludes that real progress toward greater enjoyment of human rights world-wide depends on a massive redistribution of economic resources and technical know-how from the developed to the developing countries. There is very general sympathy among UN Members, developed as well as developing, with the human problems involved and acceptance of the obligation to assist. Where serious questions arise are as to whether and how, in practical terms, a redistribution could equitably be made; and also whether the real remedy rests not in redistribution, but rather in an expansion of productive capacity and of the world economy embracing developing as well as developed nations.

The NIEO was tied in with the status of women when some members of the UN Consultative Committee on IWY in New York in March of this year urged that, in line with the NIEO, progress on problems affecting women's status must await the working out and acceptance of a redistribution of the world's wealth and know-how. Others at that meeting pointed out that with only two weeks available at the World Conference in Mexico City, attention should be concentrated on the basic items on the agenda for which the Conference was called. It is to be hoped that this issue will not be allowed to deflect the Conference from its main objectives.

5. IWY Stamps--US and UN. Plans are going ahead for the unveiling and sale of the U.S. stamp for IWY and announcements of date and place can be expected soon. I have not seen the stamp design. The design of new stamps, it seems, is normally kept a secret until the unveiling. We are assured that we will like this one.

The UN's IWY stamps, one edition in English, another in French, are now available at UN Post Offices. The stamps feature small figures of a woman and a man in gold with an equal sign between, in circles of red and orange against backgrounds of blue or green (English - $0.60 and 18¢), or brown or plum (French - fr. 0.50 or 0.90).

6. What will the Congress Do? There are several hopeful developments to report. Representative Helen Meyner of New Jersey has introduced an amendment to the State Department Authorization Bill to earmark $450,000 for IWY observances, and Senator Percy has taken a similar step in the Senate. The resolutions endorsing the objectives of IWY which Congressman Bingham and other sponsors introduced in Congress at the last session and on which no action was taken has been reintroduced at this session with some new sponsors. A new Resolution incorporating many points from the old one and updating it with new material will probably be introduced jointly by Representatives Abzug and Mink in the House, and probably by Senator Mondale in the Senate. The objective is to complete action before Mexico City. It is highly desirable that Congress be on record in support of IWY before the Conference opens. Representatives Abzug and Mink have introduced separate measures, each of which contemplates a national women's conference in this country during 1976 and would authorize appropriation of funds for this purpose. The outlook for some action by the Congress is encouraging. It will be helped if you let your Congressmen and Senators know that you are interested.

Ruth Bacon
Director
As the many conferences, workshops and other meetings during the month of May emphasized the critical importance of EDUCATION for the improvement of the role and status of women in society, so new educators and other educational personnel as well as those interested in a participatory role for women continue to make in-depth plans for the future.

The Women’s College Coalition, a voluntary group of 70 women’s colleges from 22 states and the District of Columbia, has as its purpose to identify how current trends in women’s colleges relate to educational needs of women in today’s society. In celebration of International Women’s Year, some of the key issues being examined include better health services, career mobility, and political power for women. Skill development workshops, special courses and seminars, photographic exhibits, research projects, festivals and lectures are among typical IWY offerings at the colleges. Honorary degrees for women also mark IWY at women’s colleges. Member colleges of the Women’s College Coalition with IWY observances include:

Agnes Scott College, Decatur, Ga.; Catherine, Ga.; Emphasizing women scholars, artists and lecturers for all public events; (Andrea Helms, 404-373-2571)

Alverno College, Milwaukee, Wisconsin; sisters Margaret Ellen Traxler, head of her own New York advertising firm, on “Women’s Image in the Media”; (Sister Mary Cordia, 215-617-5500, ext. 428)

Bryn Mawr College, Bryn Mawr, Pa.; Special programs include “Women Workers Power Politics”, “Women’s Movement” and “Women in Various Disciplines”; planning an international symposium; (Miriam Swanson, 513-244-4723)

Chatham College, Pittsburgh, Pa.; Sponsoring photographic exhibit “On Women by Women”; established Women’s Center to provide information to students and community women in issues such as health services, education, day care; sponsoring a dinner featuring successful area professional women who will discuss their fields with students; (Michele Saer, 412-446-8200)

College of Notre Dame, Baltimore, Md.; Co-sponsoring “Women 1975” with the Maryland Commission on the Status of Women; Keynote speaker: Dr. Bernice Sandler, Director, Project on the Status and Education of Women, Associated Colleges of Maryland; (Vicki Fields, 312-469-1500, ext. 237)

Columbia College, Columbia, Md.; Conferring honorary degrees on only women this year, including Elizabeth May, President of the International Federation of University Women; sponsoring yearly-long series including March 8 International Women’s Day, by the Goucher Women’s Center, with Drs. Margaret Trahey, guest speaker, and concert by the Feminist Chorus of Baltimore; (Mary Winkelman, 301-825-3300)

Courant College, Towson, Md.; Conferring honorary degrees on only women this year, including Elizabeth May, President of the International Federation of University Women; sponsoring yearly-long series including March 8 International Women’s Day, by the Goucher Women’s Center, with Drs. Margaret Trahey, guest speaker, and concert by the Feminist Chorus of Baltimore; (Mary Winkelman, 301-825-3300)

Cuyahoga-Mercy College, Cleveland, Ohio; the graduating class has chosen Cuyahoga-Mercy alums Barbara Boyle, businesswoman and founder of Boyle/Kirkman Associates in New York, as commencement speaker and honorary degree recipient; (Sister Kevin Mary, 215-517-6-7300, ext. 428)

Hood College, Frederick, Md.; Many groups on campus are sponsoring events focusing on broad areas including “Women Outside America”, “Women and Religion”, “Body Awareness”, “Minority Women”, and “Life Planning and Psychology”; (Robert Keane, 301-663-6421)

Immaculate Heart College, Los Angeles, Ca.; Sponsoring “Women Update” workshop, with Gloria Steinem as featured speaker; (Emily Card, 213-462-1301, ext. 237)

Kekua College, Keuka Park, N.Y.; Among events, sponsored faculty workshops on “Interdisciplinary Education of Women”, and the Keuka College Conference on Women; (Marcia Dugas, 315-536-4111, ext. 254)

Muhlenberg College, Pennsylvania; sponsoring “Women and the Holy Year”; speakers include Rep. Linda Boggs, a Pennsylvania congressional delegate; Sister Margaret Ellen Traxler, Dr. Elizabeth Kubler-Ross, and Dr. Rita Z. Johnston; (Sister Kathleen Feeley, 301-435-0100)

Mundelein College, Chicago, Ill.; Sponsoring public lectures featuring Jane Trahey, head of her own New York advertising firm, on “Women’s Image in the Media”; Bella Abzug on “Women in Politics”; and Betty Friedman on “The Women’s Movement”; (Jennifer von Prisczynska, 312-262-8100, x-231)

Notre Dame College, St. Louis, Mo.; Sponsored “Feminine Perspectives ’75”, an ecumenical conference exploring the spiritual dimensions of role of women; also sponsoring “Focus Forum” to bring outstanding women to the college to lecture and meet with students informally; this series has received support from the Virginia Endowment for the Humanities; (Muriel Casey, 314-846-7392)

Russell Sage College, Troy, N.Y.; Sponsored Women’s Week, featuring “Class Involvement Series”, during which professors focused on women and women’s issues in regularly scheduled classes, as well as supplementary workshops, films and discussion sessions; events also included lecture by Dr. Bernice Sandler, Director, Project on the Status and Education of Women, Association of American Colleges, and a Value Clarification Workshop; (Vicky Fields, 518-270-2273)

St. Mary College, Leavenworth, Kansas; Sponsoring two-credit summer Living/Learning Seminar on “Years of Power: The Holy Year”, “International Women’s Year and the Bicentennial”; conferring honorary degrees on Dr. Elizabeth Sewell, poet, literary critic and university administrator; Dr. Elizabeth Ethel Ross, physician; (Sister Marie de Paul Combo, 913-682-5151)

St. Mary of the Woods College, Notre Dame, Ind.; has revised IWY calendar to permit monthly salutes to campus women and men, planning an International Women’s Day in October; also sponsored photographic essay on “Images of Women”, and “A Women in Technology” program highlighting career opportunities in technology; (Noreen Bale, 812-533-2181)
RURAL AND URBAN WOMEN SHARE IDEAS AND CONCERNS OF WOMEN IN FARMING AND NATURAL RESOURCES

IT'S JUNE, JUNE, JUNE -- the month on the Salute to Women Calendar which honors women in Farming and Natural Resources: women as farmers and food producers, as processors, distributors and retailers, as agricultural counselors and extension service advisers, in farm input and services, in rural youth educational activities, and in general farm and cooperative organizations.

JUNE emphasizes the varied roles of women from the rural areas which are essential to the well being of our nation and the world. Women and Development, that basic ingredient to the success of any nation, always finds women at the foundation, at the dedication-level, and at the grassroots level of our country. During International Women's Year, meetings are ongoing and bring together urban and rural women to discuss the various concerns, and to share information on future planning for the betterment of citizens in the United States and the world.

FARM-RELATED ORGANIZATIONS/AGENCIES MEET. Individuals from a wide variety of farm-related organizations and agencies held an informal meeting June 4 in the Board Room at the National Rural Electric Cooperative Association headquarters, Washington, D.C. Dr. Ruth Bacon, Director of the U.S. Center for IYW, was the keynote speaker. The meeting served as the focal point for the month-long recognition of women in farming and natural resources.

FORUM PLANNED ON FRIDAY, JUNE 13, BY U.S. DEPARTMENT OF AGRICULTURE

In keeping with the U.S. Center for IYW Calendar of Months, with June being Farming Agriculture and Resources Month, the U.S. Department of Agriculture (USDA) is sponsoring a one-day forum on Friday, June 13, in the Jefferson Auditorium in the USDA South Building, 14th Street and Independence Avenue SW, Washington. Secretary Earl L. Butz has consented to give the welcoming remarks. The day's program will open at 10:00 AM and will include four panels which will discuss Women's Roles and Contributions as farm women, USDA women employees, and the consumer viewpoint. Panel topics and approximate times will be:

**9:00 AM Panel I: In the Beginning, the Seed**

**10:00 AM Panel II: Transition, Germination and Growth**

**11:00 AM Panel III: Here and How the Harvest**

**2:00 PM Panel IV: Tomorrow Must: Preview from the Farm Women's Almanac**

Panel speakers will include prominent farm women, outstanding USDA women employees, and special consumer representatives. Adjournment is expected about 4:00 PM. All interested persons are invited to attend. Lunch can be obtained in the USDA cafeteria.

NATIONAL EXTENSION HOMEMAKERS COUNCILS PLANNING NOW FOR SEPTEMBER CONFERENCE

June's "Women in Agriculture" month will receive particular emphasis by the Extension Service, U.S. Department of Agriculture, as will "Homemakers" month in August. Preparations are under way for the annual meeting of the National Extension Homemakers Councils to be convened for approximately 1,400 delegates in September 1975. Participating delegates will represent 600,000 women in 34,750 clubs in 41 states and Puerto Rico.

Information specialists at Extension Service, USDA, along with the State Extension Services, are preparing news and other media features following the IYW Salute to Women calendar. IYW was launched by the Extension Service in January in its bi-monthly professional publication, Extension Service Review, which focused on "Women--Completing the Extension Team." Women in vital and interesting jobs were featured including the first woman to serve as an agriculture advisor in New York State and a woman specialist in Oregon's Sea-Grant Marine Advisory Program.

MANY STATE EXTENSION SERVICE HOME ECONOMISTS ARE DEVELOPING IYW PROGRAMS

States are developing IYW programs, many of which are year-long. One example is found in Wisconsin where two radio programs monthly are devoted to subjects related to women. Recently a Nigerian woman professor of rural sociology described the changes in work patterns of rural women in her country.

Many State Extension Service Home Economists are developing IYW programs. In six Indiana counties, residents are learning about the problems that women face and the talents they have to share in a new Extension pilot program. The three program phases include a community awareness campaign to create an understanding of women's roles, "personal growth" seminars to help individuals achieve self-identity and actualization, and a program evaluation.

Extension home economics staff at Purdue University are developing an educational model for the Indiana program, so that it can be offered in other communities all over the country. The original program was funded by Extension-USDA as a special needs project.

Extension recognizes some of the special problems encountered by women in their use of credit. Resource Management Specialist Marie Fiedler's seven-page leaflet entitled "Money Matters" is available through the Publications Distribution of Rutgers University-Cool College, P.O. Box 231, New Brunswick, N.J. 08903 (15c each).

JULY PLANS ARE UNDER WAY TO HONOR WOMEN IN GOVERNMENT AS PART OF THE MONTHLY SALUTE TO WOMEN CALENDAR

The Women in Government Steering Committee is planning a program of maximum exposure of women in government by way of a variety of media uses. Spot news, panel discussions and biographical summaries of elected, appointed or career service women at all levels of government (Federal, state or local) are being considered. Hopefully representative women from the executive, judiciary and legislative branches covering a wide range of occupations will be involved. As a side effect, it is hoped that a coalition of government women's groups will continue beyond July 1975 to exchange ideas for their mutual advantage.
The important news is that there is a Commission, appointed by the President; it has already held two formal meetings; committees have been designated; and work is proceeding full tilt. Just as our last newsletter was going to press, Commission members were announced and we included a listing of their names in a FLASH enclosure with our mailing.

On April 14, members of the Commission were honored at a White House reception at which time President Ford spoke and challenged them with "the critical task ahead...to move the nation along toward making 'justice and equality' a reality for American women." With his wife Betty, standing by his side and nodding approvingly, he wholeheartedly endorsed the need for adoption of the Equal Rights Amendment.

He pointed out that:
One of the most refreshing by-products of the search to secure rights for women is the emphasis on freeing both sexes from restrictive stereotypes. Liberation of the spirit opens new possibilities for the future of individual Americans and the nation.

In referring to improving equal employment opportunities for women, he said:
The federal government has a special opportunity to set an example -- and this we intend to do. This administration will continue to vigorously pursue talented applicants on the basis of qualifications alone.

He closed his remarks by saying:
The restrictions on the rights and responsibilities to one American affects all of us. A nation is only as strong and creative as its citizens. The better we use the talents of our people - women and men - the brighter and more secure the future of the Republic will be.

The following morning, April 15, four speakers addressed Commission members; Ambassador Barbara White, the sole American woman of Ambassadorial level assigned to the United Nations; Ms. Patricia Hutar, the U.S. Member of the UN Commission on the Status of Women; Dr. Ruth Bacon, Director of the U.S. Center for IWF; and Dr. Jesse Bernard, sociologist and author.

In the afternoon session, members of the IWY Secretariat staff and the Commission discussed issues and challenges to be faced and it was determined that working committees would be formed -- each devoted to a particular area of concern.

Unanimous adoption of a strongly worded resolution favoring the ratification of the ERA was adopted by the Commission and singled out as its top priority issue. Jill Ruckelshaus, presiding officer of the Commission, appointed Commission members Alan Alda and Congresswoman Margaret Heckler from Massachusetts to co-chair an ERA Ratification Committee. Mr. Alda is the Chairman of Men for ERA.

The text of the ERA Resolution follows:
The National Commission on the Observance of International Women's Year, as its first public action and highest priority urges the ratification of the Equal Rights Amendment.

We believe the prompt ratification of the Amendment is essential to the realization of full equality for women and to the fulfillment of American democracy.
CONGRESSIONAL SYMPOSIUM ON INTERNATIONAL WOMEN'S YEAR

By Mary Virginia Busby

A Congressional Symposium on International Women's Year, sponsored by Senator Robert Humphrey (D-Minn.), Senator Charles Percy (R. Ill.), Representative Elizabeth Holtzman (D-N.Y.), and Representative Millicent Fenwick (R.N.J.) was held on Wednesday, May 14.

Cosponsored by over 30 senators and 90 representatives, the all-day Symposium was divided into four discussion areas with a moderator, rapporteurs and panelists participating in each one:

Some of these committees have set up task forces and plan to hold regional hearings at various locations across the country. The need to carry the work of the Commission to the people by members of both the Commission and the Secretariat staff and future planning is pointed in this direction. As one Commission member said, "organizations aren't people -- communities want to and should be given opportunities to establish their own priorities."

In a move fully endorsing existing Federal legislation, the Commission passed a resolution in regard to proposed regulations on Title 9 of the Education Amendment Act of 1972. This law bans discrimination on the basis of sex in educational programs receiving Federal financial assistance. These regulations are awaiting Presidential signature, and the Commission urged him to sign them within the next few weeks so that the school year will begin with the regulations in place. (See U.S. Center September 1974 Newsletter for wording of Title 9).

The text of the Resolution follows:

Four areas of the draft regulations concern the Commission:

(1) The present version requires resort to internal grievance procedures which may be unduly prolonged. We recommend that complainants have the option of using internal grievance procedures if existent within the institution or filing complaints with HEW. The complainants would have the option of filing with both HEW and internal grievance procedures.

(2) New provisions are needed which would require recipient of Federal assistance to conduct and publish a self-evaluation to assess its status in regard to equal sex discrimination. This evaluation should cover admissions practices, financial aid, educational programs access, curriculum and athletics as well as employment.

(3) We recommend the establishment of uniform pension policy under the existing Federal legislation now covering employment. The EEOC guidelines which require equal periodic benefits appear to be the most equitable and we would recommend that the Title 9 Regulation reflect this approach.

(4) The section on athletics has been unduly weakened. We recommend the deletion of references to contact sports and the replacement of the athletic sections with the language of the June proposed draft.

The afternoon working session of these committees was preceded by a meeting of the whole at which time an overview of U.S. foreign policy, UN conferences, the IWY World Conference in Mexico City, and parallel activities were discussed. Speakers included: Deputy Secretary of State, Robert S. Ingersoll; Assistant Secretary of Bureau of International Organization Affairs, William Buffum; Deputy Assistant Secretary of Bureau of Public Affairs, Virginia Alan; and Patricia Butler.

During this meeting, representatives of non-governmental organizations were invited to present statements and questions. A number of organizations participated and were given assurance by Mildred Marcy, Coordinator of the IWY Secretariat, that their input would be given serious consideration.

In response to requests from NGO representatives at this meeting as to the content of position papers which will serve as background for the working agenda of the U.S. Delegation to the Mexico City Conference, Ms. Marcy agreed that a meeting would be scheduled. Planning for this meeting is progressing and it will probably take place the end of the first week in June.

The next scheduled meeting of the Commission as a whole is July 17-18.
Calling the final ratification of the Equal Rights Amendment "a necessary prerequisite to the recognition of a fully integrated society where talent and ability are the only criteria for opportunity and advancement," Senator Humphrey said, "the poorest people in the world are not those who lack money, but those who have no options." He continued, "Both men and women are suffering now, because men and women have not been given the option of living up to their true potentials."

He suggested, "We ought to have a new motto...If it's good for women, it's good for the country!"

The IVY Secretariat and The IVY Center will be hosting a reception on the evening of June 5 so that non-governmental organizations and interested governmental representatives can meet the newly appointed U.S. Delegation to the World Conference for IVY in Mexico City. It will be held at Meridian House from 6 to 8. The National Commission will be invited to attend, as will representatives from Government Agencies who participated in preparing the position papers for the U.S. Delegation.

**THINK IVY**

**NEWS & NOTES**

by Yvonne Lewis

Calm and peaceful, we are not! The pace, if it can be believed, has increased, and we are racing with the clock to tie up a few hundred loose ends before we leave for Mexico City on June 19. We're not asking for an organized departure, mind you, just a modicum of parity! If any one doubts the support for this Year by the men and women of this country, let him or her participate in the work of this Center for one week!

It is regrettable that so many of your events and observances have to be listed in our Calendar of Events "after-the-fact"--but we have evidence to show that this exchange of program ideas has been most useful. In fact, don't be surprised to see some of your plans adopted and adapted and implemented all over the country. Your indirect contributions to IVY may surprise and satisfy you one of these days!

Congratulations to Dr. Ruth Bacon from her staff upon receiving a "Certificate in Recognition of Achievement in Communication," given to her by the D.C. Chapter of American Women in Radio and Television on April 17, 1975.

**GIRL SCOUTS OF USA, in their April/May Leader’s Newsletter, gave recognition to the Center’s "Girl Scout Volunteers" on April. They saluted the thousands of volunteers who have contributed their time and energy to making Girl Scouting a vital part of a girl’s growing up years. And regarding the IVY Jewelry, they issued the following message: "You wear the IVY Emblem on your Girl Scout uniform until the end of 1974, and we encourage you to do so. Don’t throw it out!"

**PITTSBURGH:** To compensate for Pittsburgh’s lack of a feminist-oriented newspaper, the Pittsburgh Women’s News has presented a special Women’s Issue in Jan. in honor of IVY.

**NORTH CAROLINA COMMISSION ON THE EDUCATION & EMPLOYMENT OF WOMEN:** sponsored a statewide poster contest for the youth in the high schools of N.C. to encourage participation in the celebration of IVY. The theme used was "The History of Women Since 1776," with a first prize of $100 going to the winner. In addition to the prize money, the 1st & 2nd place winners were invited to spend a "Day in the Capitol City." Contact: Betty Barber, N.C. Commission, P.O. Box 9521, 509 34th Building, Raleigh N.C. 27602.

**NATIONAL AERONAUTICS & SPACE ADMINISTRATION:** Among other activities for IVY: NASA’s Administration in Washington has exhibited the "Women in Space" exhibit at the Aerospace Museum, "Women in Space". Art and Design, the Office of the NASA Administrator, James C. Fletcher issued a special statement on IVY: each of NASA’s Centres, as well as Headquarters, plans to sponsor a Federal Women’s Program Week during 1975 with IVY being the common thread, a salute to IVY with a full-page ad in ESSENCE’S March issue featuring women in a variety of occupations; a special exhibit available during F.W.P Weeks entitled: "At NASA, a woman’s place is everywhere;" a "Female Friendship" poster on careers for women; and a work-conference for all of NASA’s WP Coordinators on May 30-32.

**LOS ANGELES, CALIFORNIA: International Assn. for Volunteer Education hosted a meeting of women’s organizations in Los Angeles to discuss specific actions which could be launched in Los Angeles in connection with IVY and to gather suggestions for discussion at the National City Tribune. The ideas they come up with are too numerous to list here but details could be obtained from Mary Bigley, 700 No. Bundy Dr., Los Angeles, Ca. 90049.

**ALEXANDRIA COMMISSION ON THE STATUS OF WOMEN:** sponsored an IVY Book Mark Design, Poetry & Essay Contest with the theme: Contribution of Women. Contact: the Commission in Alexandria, Va.
Moines, Iowa 50219.

The AREA SPRING Humanities Commission in celebrating IWY 1975 has organized a radio series for senior citizens; a cable TV series on women, using videotapes of conference workshops; Videotape presentations at the VA hospital for patients; a tape library of topics, creation of a welfare women's advocacy service; formation of a women's center; presentation of a petition supporting Mm.'s ratification of the ERA to the state legislators; a newspaper column on women's issues; and an all-day self-service training workshop.

Also, countless discussions and study groups and consciousness-raising groups are being formed.

Everyone at the Center has followed the progress of the St. Cloud group, and we share in their election.

JOWL COMMISSION ON THE STATUS OF WOMEN: recently received 2 grants: 1) The Iowa Board for Public Programs on the Humanities, for a series of four one-day conferences entitled "The Family, its Heritage and Future: Perspectives of Changing Public Policy Affecting the Family's Life," and 2) a Hampton Grant, to study whether or not women workers in Iowa are under-employed in relation to their education, training and employment options.

Contact: The Commission, 300 4th St., Des Moines, Iowa 50309.

AMERICAN AYTH-WOMEN, a national coalition of farm women organizations and individuals has united together to communicate with one another and with other consumers to promote agriculture for the benefit of the American people and the world. They have adopted as their motto "We Can Do It, Together." On October 1 & 2 in Maita, Illinois, the 1st National Conference will be held.


NATIONAL COUNCIL OF CATHOLIC WOMEN: in carrying out the Council's commitment of support for the goals of IWY has promoted Catholic Women's Union volunteer cooperation with an information and study kit to encourage participation throughout the country. The planning paragraph of the NCW statement supporting IWY reads: "Pursue, since IWY coincides with the Holy Year, NCW encourages Catholic Women to seek personal holiness with renewed vigor and witness Christian values in whatever role they perceive as coming from God." Contact: NCW 427-562-1640, 2250 Wisconsin Ave., NW, Washington, DC 20007 (Prices of Kit: $5.00)

UNIVERSITY OF DELAWARE: offering numerous activities representing a broad spectrum of women's interests. "Emphasis on Women" from April 7-12 including Lectures, movies, panel, etc. -- also offered is a weekend workshop for the Spring and Fall semesters. Contact: Mrs. E. Carter, 106, Office of Cont. Educ., Box 2, Clayton Hall, Univ. of Delaware, Newark, Delaware 19711.

SOARITY COLLEGE: Center of Women's Studies, sponsoring a Women's Study-Travel Seminar to Mexico City for the June Conference. Contact: Sororsity College, Center of Women's Studies, Nashville, Tennessee 37203.

ILLINOIS IWY CENTER, 36 W. Jackson, 60604: publishes a Newsletter offering suggestions for the observance of IWY items to buy, and events to participate in, in the Chicago area.

PETOKEY NEWS-REVIEW is running a series of articles for IWY, written by Barry Rader, designed to bring local people up to date on the many developments which have contributed to the development of their community. Contact: Betty Rader, Petokey News-Review, Petokey, Michigan 49770.


WOMEN'S CONFERENCE: sponsored by the Arlington Committee on the Status of Women: Planned to coincide with the International Women's Year Conference in Mexico City. Arlington County's WOMEN'S CONFERENCE presents an opportunity for persons to learn more about the problems, issues, and opportunities for women. Conference topics range from the very practical to the most theoretical. Non-residents are welcomed but a $5 registration fee is required. Child care will be available in most of the extended workshops. Contact: Mrs. B. Veenstra, Arlington County Women's Conference, Suite 204, 4400 Wisconsin Ave., NW, Suite 204, northwest, Washington, DC 20016.

PUBLIC BROADCASTING SERVICE: sharing a series called WOMEN: 2-7-75: Feminist Therapy; 8-10-75: Cosmetic Surgery; 6-17-75: Household Workers; 5-24-75: Women in the Work Place. All are shown at 8:00 EDT. Check your local listings for stations in your area.
PROCLAMATIONS, ENDORSEMENTS, RESOLUTIONS:

COALITION OF LABOR UNION WOMEN (CLUW)
MICHIGAN DEMOCRATIC PARTY
BOARD OF COMMISSIONERS OF GENESEE COUNTY
DES MOINES, IOWA PUBLIC SCHOOLS
Purdue University, Indiana
Seton Hill College, Greensburg, PA.
COLORADO
MAINE
MINNESOTA
MISSOURI
IOWA CITY, IOWA
ITHICA, NY

Cecilia Bros
6267 6th St.
Alexandria, VA 22310
703-971-9141

Gloria Tooke
Former Asst. Sj
of NIV 11 April
Intain that expires 11 30
WE ARE SHOCKED AND ASTOUNDED THAT A MAN WAS CHOSEN TO SPEAK FOR WOMEN FOR INTERNATIONAL WOMEN'S WEEK. WE SUPPORT YOUR EFFORTS FOR THE ERA AND HOPE FOR YOUR HEALTH IN SEEING THAT WOMEN SPEAK FOR WOMEN IN INTERNATIONAL WOMEN'S YEAR.

NATIONAL ORGANIZATION FOR WOMEN NEW YORK CHAPTER 47 EAST 19 ST NEW YORK NY 10003
WASHINGTON (AP) -- Some women's groups are infuriated that a man was selected to be the keynote speaker for the U.S. delegation to the International Women's Year Conference in Mexico City.

After protests were raised, government officials said today that Daniel Parker, head of the Administration on International Development, will only share leadership of the delegates.

Parker was announced two weeks ago as the top member of the delegation. It was understood he would be in charge when the conference opened, would give the keynote address for this country and then go onto another international meeting in Geneva.

The U.S. delegation then would be led, it was understood, by Patricia Hutar, the U.S. representative on the Status of Women Commission at the United Nations.

But a spokesman within the International Women's Year staff said there had been a "grievous error" in the announcement of the ranking and that it was intended that Parker would be co-head with Mrs. Hutar. A White House official said Mrs. Hutar will now make the keynote address and Parker will be co-chairperson of the delegation.

"I've heard nothing but criticism," of the original announcement, said Jewel S. Lafontant, deputy solicitor general for the Justice Department and one of four chief U.S. delegates to the U.N.-sponsored meeting.

"I was absolutely shocked," said Rep. Margaret Heckler, R-Mass., one of four congressional observers named to the delegation. "I can't understand a man heading the U.S. delegation at a time like this."

Karen Decrow, head of the National Organization of Women, sent a telegram to President Ford saying many active feminists from both political parties would be better equipped to be the keynote speaker.

A women's action organization of the State Department sent Secretary of State Henry A. Kissinger a protest message that it was "extremely distressed" at Parker's selection.

Only four small nations of the more than 125 participating next week have chosen men to lead their constituents. Among delegates are three of the top-ranked women of the world, Prime Ministers Indira Gandhi of India, Sirimavo R. D. Bandaranaike of Sri Lanka and Isabel Peron of Argentina.

06-11-75 16:27 EDT
Some items in this folder were not digitized because it contains copyrighted materials. Please contact the Gerald R. Ford Presidential Library for access to these materials.
Ms. v. Macho in Mexico

Standing stilly on the flag-draped dais in Mexico City's Olympic Gymnasium was a small picture of male bigwigs, including United Nations Secretary-General Kurt Waldheim, Mexican President Luis Echeverria and various other officials. Down on the floor, masses of women draped in saris, ao-dais and other colorful gowns listened more or less attentively to the men speak. That strange beginning for a conference on women marked a meeting that is supposed to be the biggest of its kind in history—the centerpiece of the U.N.'s much-ballyhooed, much-disputed International Women's Year.

At a press conference earlier, a group of mostly male journalists fairly exploded at what they saw as the incongruity of the situation. A U.N. press officer announced that the conference president would be available for an interview after "he" was elected. "What do you mean "he"?" the women protested. "Well, I mean person," slammed the flustered officer. "O.K., let's call it "she."" Sure enough, "she" turned out to be a man: Pedro Ojeda, Mexico's Attorney General.

Launching Pod. Some 1,044 U.N. delegates, most of whom were women, and 5,000 other assorted feminists and interested spectators poured into macho Mexico for what was billed by planners as "the world's largest conscious assembly of women." Among them: Jehan Sadat of Egypt, Nusrat Bhutto of Pakistan, Leah Rabin of Israel, and Imelda Marcos of the Philippines.

Those who made the trip found that attending the meetings was no easy matter. The official U.N. proceedings took place at the Foreign Ministry on the north side of the city. In the Medical Center five miles away was a separate U.N.-sponsored but nongovernmental "tribune"—a more free-wheeling forum set up for representatives of organizations ranging from the National Gay Task Force of the U.S. to the Federation of Cuban Women and another group called the Aboriginal Island Women.

Travel between the two sites involved a harrowing half-hour taxi trip through tangled traffic; many women complained that the conference planners had deliberately separated the meeting sites so as to keep radical feminists from upsetting the police, official proceedings.

A major goal of the official conference is to draft a ten-year plan of action for member nations that will stress better health care and education for women and their increased participation in government. Yet global politics seemed to be the main preoccupation, at least at the outset. Mexico's President Echeverria opened the proceedings by calling for a redistribution of world wealth and political power to bring about a "new international order." The International Women's Year could not make good on its promise of peace, declared Mrs. Sadat, "while Arab lands remain occupied, while the Palestinians remain homeless." Russian Cosmonaut Valentina Tereshkova, head of the Soviet delegation, extolled the importance of the conference with gusto. "Women could be the great exception as far as opportunity for women is concerned," she said.

The Third World women hope to use Mexico City as a launching pad for feminist movements back home. They have some strong selling points. According to U.N. statistics, 500 million of the world's 800 million illiterates are women, and 70% of all women live in underdeveloped countries, where most of them have no voting or property rights. Understandably, the Third World participants at Mexico City showed little interest in listening to Westerners discuss issues like equal pay for equal work and the need for adequate day-care centers. Rounding a grievance that Third World women hold against their Western sisters, Mrs. Marcos cautioned that feminists need not be "anti-male" to be pro-women.

Western feminists have their own complaints about the U.N.'s extravaganza. Australian Author Germaine Greer (The Female Eunuch) has denounced it as "an extension of Madison Avenue feminism" set up if its objective were to have poor women farm workers "lay down their hoes and light up a Virginia Slim." Ms. Editor Gloria Steinem arrived in Mexico City with a similar complaint. The conference, she said, "could trivialize the women's movement. The very idea of the Year of the Woman becomes clear when we consider we don't have the Year of the Man."

Little Gusto. The U.N. itself could hardly be accused of approaching the conference with gusto. Only $2 million was allotted for Mexico City, compared with well over $3 million for last year's World Population Conference in Bucharest. Conceded Helvi Sipila, 60, a Finnish lawyer who is the U.N.'s secretary-general for the International Women's Year: "There has not been much enthusiasm for the year"—which is hardly surprising since the U.N. is a predominantly male organization. Women account for only 8% of the delegates to the current General Assembly. Sipila and other women hope that their numbers may some day be more impressive in the U.N. and elsewhere. The International Women's Year Conference, they believe, will further that aim. Still, as an Australian delegate, Elizabeth Reid, pointed out: "There are some amongst us who believe that this conference will achieve very little, others who are concerned that it will be unnecessarily politicized." At week's end both of those possibilities seemed to be altogether probable.
Stories Differ on Number Arrested in India

Violence, sabotage and mass anti-government demonstrations have erupted in three Indian states despite Prime Minister Indira Gandhi's emergency decree, several informants said Wednesday. Opposition party sources said an estimated 6,500 persons had been jailed across the country and that arrests are still being made. Government reports say fewer than 1,000 have been arrested, CBS reported.

But one dispatch from India said 10,000 people have been arrested since Mrs. Gandhi declared a state of emergency. The report came from the head of the Socialist International based in London who said he received the information from reliable sources in India. -- AP;UPI;NBC;CBS (7/2/75)

Women's Conference Comes to End

Delegates to the International Women's Year Conference adopted a 10-year plan Wednesday calling for the elimination of discrimination against women in developed and under-developed countries. The delegates have been disagreeing on political and procedural action, John Chancellor (NBC) said. -- AP;UPI;NBC (7/2/75)
Key delegates from the IN Conference and Tribune will tell us all about what happened in Mexico City during the recent two-week meeting.

DATE: Wed., July 16  TIME: 6:30 - 8:30 p.m.  PLACE: Club House  COST: $5.00 (cocktails, buffet)  RSVP: Jean Lavinder--332-6770 by July 15th.

Co-Chairpersons: Virginia Allan and Barbara Estabrook
Mrs. Sheila Rabb Weidenfeld
Press Secretary to Mrs. Ford
The White House
Washington, D.C. 20500
Ford Sends New Sex-Discrimination Rules to Congress

New Federal rules barring sex discrimination in virtually all the nation's schools and colleges were sent to Congress Tuesday after being approved by President Ford. The rules require equal treatment for males and females in admissions, financial aid, classrooms and athletics. The rules become effective July 21 unless Congress rejects them.

The networks ran feature stories on the impact of the new rules.--AP;UPI;Networks;(6/3/75)

HEW Will Broaden Civil Rights Enforcement

HEW Tuesday announced that it will shift its policy in enforcing civil rights laws to a broader enforcement policy of indentifying and eliminating systematic discrimination rather than seeking relief in individual cases. HEW will continue to accept individual complaints but will not necessarily act on the basis of one complaint.--CBS;(6/3/75)

Baroody Says Advertising Industry Should Increase Efforts to Explain Energy Crisis

White House Aide William Baroody said Tuesday at the annual convention of the American Advertising Federation that the advertising industry should increase its efforts to explain the invisible energy crisis.

Baroody said rising reliance on foreign sources of energy can only be curbed by conservation in the short run. "I believe one of the primary reasons is that we are dealing with what has been called an invisible crisis," Baroody said. "Conservation, and the sacrifice that goes with it doesn't lend itself to an easy sell, but any industry that can sell pantyhose using Joe Namath as a model shouldn't find any sales job too tough," Baroody added.--UPI;(6/3/75)
A social revolution is transforming the traditional roles of American women as homemakers and mothers. As women have entered the labor market in unprecedented numbers, nearly half at the latest count—are seeking jobs and careers outside the home, and 70 per cent of all women say they favor this life style. Men increasingly are sharing household duties. All across the board, differences in sex roles are being blurred—in education, deportment, clothing, hair style and even in sports. How will all this affect the nation's children? Can the family survive? Will men become "dемаскулизованные" and women develop into hard-boiled competitors in the economic rat race?

Q: What about childless marriages? Will those increase?
A: I was very surprised several years ago when some of my students told me that they were VC's—voluntarily childless. It was the first time I'd heard the term. I would predict that this would increase because so many people feel that the burden of rearing children is becoming too much for one family to bear.

Q: What can the Government do about it?
A: Well, we could have free universities for kids, so that parents didn't have to figure out what to do with their children. We could establish a kindergarden system that would be available to one or even two children.

Q: Is there a way?
A: Well, our social world is structured on the assumption that women are going to be economically dependent. We teach our little girls early to curtsy, to be nice to the man—that kind of stuff—because it's very functional if a woman is economically dependent. However, it's only partly true because our social capital, so to speak, is her own attractiveness in the marriage market. Now, if women are going to be in the labor market, you seriously upset the importance of these courtesy kinds of behavior that were functional when the main object was to marry someone.

Q: Will marriage go out of fashion?
A: No. What I do expect to happen is that people will go around getting married, but the divorce rate will continue to increase. So we'll have a kind of serial monogamy. But you understand that this is a crystal-ball kind of prediction.

Q: How will the Government do about it?
A: Well, we could have free universities for kids, so that parents didn't have to figure out what to do with their children. We could establish a kindergarden system that would be available to one or even two children.

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The Women Head Home

Armed With Conference’s 10-Year Plan
They Must Promote It on a National Level

By JUDY KLEMBERK
Leaked in The New York Times

MEXICO CITY, July 3—The
10-year plan of action issued by
the conference here will probably
benefit women from the develop-
ing nations more than women
from the industrialized world. Of
it, benefits anybody alike.

The United Nations-spon-
sored document has no teeth
and its future use is strictly up
to individual governments, most of
which are controlled by men. As a result, the plan’s effectiveness will probably de-
pend on how assertive and
demanding women delegates
are, or were, as Representative Bells
Abeng calls “the guarantors
of the plan,” as when they go
back home.

The 40-page document quite
heavily stresses on areas not
always relevant to women in
the industrialized countries: on
improving women’s health, and
nutrition, their hygiene, their
literacy, and on attempts to
create rural women from the
slavery of their daily lives.

Women’s women will probably
benefit from provisions calling
for the end of stereotyped sex-
roles, the recognition of women’s
problems on a worldwide scale
including the recognition of
women’s problems in the
developing countries; and a pri-
ate international women’s de-
velopment bank. The bank
would be both a bank and a sav-
ings and loan association, and
would finance projects in the areas
of food production, home and
family-life improvement, and
small-industries development.

A Political Success

The conference was a politi-
cal success in that its goal
of promoting a world plan of ac-
ceptance, was achieved. In addition
are the political views of the de-
veloping nations, especially their
calls for a “new international
economic order” and their con-
scious recognition of women’s
problems in the international
provisions of Zionism, were ap-
propriated in a second document
called the Declaration of Mex-
ico. It left almost everybody
happy.

But from the point of view
of many of the 1,300 delega-
tes at the conference, the con-
ducive atmosphere was too
much, the hope that “women
would do it better,” and they
were disappointed by the con-
sideration of the press on such
as the refusal of the govern-
ment of Egypt to talk to
Leah Rabin of Israel, on the
callout of many Arab and
Communist delegates to
the conference, and on the con-
ference of the non-governmental
conference, the Tribune.

Other United Nations con-
ferences have been just as disad-
justable, conference veterans say, but this has not been stressed in
the past.

Manipulation Charged

Charges that men manipu-
late the women’s conference
are making the women’s confere-
ces less valid. The conference
did not invite all the words
women’s organizations invited
women, increased literacy,
and to education. This could probably be
political office and professional
orders, and improved health and
women.”

Almost all issues relate to
women’s women are included in the doc-
ument, except rape and abortion.
A controversial paragraph,
posed by the Vatican and
least two years to three years
time, asserts that women’s
right to plan their families and
families birth control if necessary.

Wide Range of Provisions

There are provisions to com-
bate prostitution, to pay special
attention to female criminals,
and to give equal rights to
women and men, and exchanged
unmarried mothers and children
and differing opinions for
weeks go home able to

Concern with child care
be a little more forceful with
women as a result of their
governments than in the
be expanded to a full para-tract.

...
From Bad to Worse at the International Women's Year Conference

By Dorothy McCordie
Lisa Sergio, Washington author and radio commentator, is just back from the International Women's Year Conference in Mexico City and she is disturbed over what she calls "the poor showing" of the United States Information Service there.

At a U.S. Embassy party in Mexico City, a brilliantly illustrated booklet was distributed that bore this print as the title:

"Women's Roll in the Americas.

"I couldn't believe my eyes," said Mrs. Sergio. "It was astounding that the Americans should put out such a handsomely illustrated booklet that mistook the word 'Roll' for 'Role' right on the cover. I laughed and laughed, and so did a lot of other people."

Keeping Posted

Miss Sergio went to Mexico City on the strength of a report she did for the World Food Systems.

In the book she read on in the booklet, things not worse — to her mind. She had already studied the handsome brochures the Soviets had put out about the achievement of Soviet women in their roles as engineers, astronauts and physicians. And she had admired Korean brochures on the varied accomplishments of Korean women.

But at the back of the booklet produced by the United States Information Service and distributed to conference delegates by the U.S. Embassy in Mexico were three pages entitled, "Baseball Diamonds are a Girl's Best Friend." There were a lot of testimonials from girls, 8 to 14 years of age, showing how they had made home runs on the baseball diamond.

"I did think that American women have gotten a lot farther up the ladder of success than catching up with the boys in baseball," said Miss Sergio.

Five new ambassadors who presented their credentials at the White House on Monday either didn't see — or were too diplomatic to mention — that the buckle on President Ford's right shoe was unfastened and flapping.

The President also seemed unaware of the dangling buckle although later in the day, at his 62nd birthday party, the President's shoe was in good shape, and the buckle was fastened. The President had a special word for each new envoy. From Ference Estergalyos, who comes from Hungary, President Ford received a protocol letter bound in red. The President told the envoy how much he is looking forward to visiting Hungary and meeting the country's president.

Jack Hamilton Warren, new ambassador of Canada, had a birthday present for the President. It was a London map, dated May 12, 1794, that showed what was left of Britain's North American colonies after the Revolutionary War.

Og the plains from Minneapolis Mary Brooks, director of the Mint into circulation some new Ken half dollars. She sold $10 worth to the stewards on her United Airlines plane they would pass them out as chits to other passengers.

Mrs. Brooks had gone to Minneapolis to participate in the ceremony at the United States Mint that marked the start of circulation of Bicentennial Kennedy half dollars. Back in Washington, Mrs. Brooks found many local banks still do have the Kennedy half dollars. Citizens are lining up all over the banks to get them.
WHO IS STYLED "MS." SAID 7)

THE COMPLAINT OF "THIS SCANDALOUS PROBLEM." M'BOW CHARGED THAT MEN ARE ROUNDED UP YOUNG GIRLS, FORCING THEM TO BE PROSTITUTES AND TORTURING THEM IF THEY REFUSE, MS. HERZOG SAID. SHE SAID SHE WAS NOT SPEAKING OF "SO-CALLED FREE PROSTITUTION," WHERE WOMEN MIGRATING TO THE CITIES TURN TO PROSTITUTION TO SUPPORT THEMSELVES.

SHE SAID THAT IN CASES OF INVOLUNTARY PROSTITUTION, WOMEN "AND IN SOME CASES LITTLE GIRLS ARE OBLIGED TO SUBMIT TO ALL KINDS OF SEXUAL PERVERSIONS INFLECTED ON THEM." "NOT ONLY ARE THEY FORCED TO HAVE INTERCOURSE WITH BETWEEN 80 AND 120 CLIENTS A DAY, BUT IF THEY TRY TO REFUSE THEY ARE EITHER DEPRIVED OF FOOD, BEaten OR TORTURED," SHE SAID. SHE ADDED THAT SOME WOMEN ARE MURDERED TO SERVE AS FOOD, PERVERSIONS DOGS TO ATTACK THE PROSTITUTES.

"WHEN THEY HAVE CHILDREN, WHICH IS FREQUENTLY THE CASE, THEY ARE KEPT IN LINE BY PUNISHMENT AND THREATS DIRECTED ON THEIR CHILDREN," SHE SAID.

MS. HERZOG SAID THAT M'BOW HAS PERSONALLY INFORMED U.N. SECRETARY-GENERAL KURT WALDHEIM AND THE DIRECTORS OF THE WORLD HEALTH ORGANIZATION AND THE INTERNATIONAL LABOR ORGANIZATION OF THIS SITUATION. SHE REFUSED TO NAME THE COUNTRIES INVOLVED.

"THE ABOMINABLE FACTS HAVE BEEN AND STILL ARE LARGELY HIDDEN AND THE UNFORTUNATE WOMEN WHO ARE THE VICTIMS DARE NOT SPEAK FOR FEAR OF REPRISALS WHEN THEY SUCCEED IN ESCAPING," SHE SAID.

MS. HERZOG SAID THE COMMISSION ON THE STATUS OF WOMEN HAS CAREFULLY STUDIED THE PROBLEM OF PROSTITUTION AND TRAFFIC IN PERSONS "BUT WHAT HAS NEVER BEEN SERIOUSLY EXAMINED UP TO NOW IS THE SUBJECT OF CONDITIONING OF PROSTITUTES THROUGH TORTURE AND THREAT OF TORTURE IN CONDITIONS WHEN THESE PROSTITUTES ARE PRISONERS WITHOUT ANY OF THE OBVIOUS RIGHTS WHICH NORMALLY ARE GIVEN PRISONERS," SHE ADDED.

SHE SAID THE CONFERENCE SHOULD GO BEYOND AN INTERNATIONAL INQUIRY OF THIS MATTER AND TAKE ALL POSSIBLE MEASURES "TO PUT AN END TO SEXUAL TORTURE FOR SEXUAL ENDS."
MRS. RABIN PLEADS FOR UNITY

Women Conferees Walk Out on Israeli

From Times Wire Services

MEXICO CITY—More than half the delegates at a session of the International Women's Conference walked out on Prime Minister Yitzhak Rabin's wife as she delivered Israel's keynote address. Most of those who left were from Arab, African and Communist countries.

"We shall wait until the exodus is over," said Leah Rabin as the delegates streamed out of the conference hall at the Mexican foreign ministry.

"I know there are conflicts and misunderstandings between countries, nations...but not even wanting to listen to each other is truly missing the objectives and goals of this convention."

The walkout apparently was a rebuff to Mrs. Rabin's plea in her speech for the women's conference to "do what you can to bring us together--us, the women of Israel and our sisters of the Arab nations that surround us. Help us to begin to transform our individual monologues into a dialogue of mutual understanding and reconciliation."

Earlier in the conference, Mrs. Rabin said in response to a question from an interviewer that she would be glad to meet and talk with President Anwar Sadat's wife, who headed the Egyptian delegation for the first few days of the conference. But, she said in response to a question, from an interviewer that she would be glad to meet and talk with President Anwar Sadat's wife, who headed the Egyptian delegation for the first few days of the conference. But, she said in response to a question, from an interviewer that she would be glad to meet and talk with President Anwar Sadat's wife, who headed the Egyptian delegation for the first few days of the conference.

American feminist Betty Friedan charged that the conference was characterized by "callous manipulation of women by their governments."
U.N. Meeting Stirs Feminists' Anger

By Marline Simon

MEXICO CITY, June 30—"This is our conference," said Australian delegate Elisabeth Reid, concluding her speech yesterday, and for that she got a roaring applause.

"Right on, for it hasn't been up to now," said a female diplomat in the audience. "This is our chance to show leadership, but the men have been telling us again what to think. It's the same old story.

There is plenty of anger among both government and private delegates at the International Women's Year world conference, even though the meeting is only two days old.

Inside comments are heard about the fact that two men spoke first at the inauguration ceremony—United Nations Secretary General Kurt Waldheim and Mexico President Luis Echeverria—while there was no woman delegate at either.

Thus, almost everyone agrees, insult was added to injury when, as many Mexican Attorney General Pedro Ojeda, suddenly emerged as president of the conference, having been approved by a U.N. steering committee the day before.

"Ludicrous, outrageous," American feminist Betty Friedan steamed at a panel on opposition to women. "What's happening here illustrates just what this conference is all about. If we have it in the land of machismo, then let the wife of the president run the conference.

"Echeverria herself is an activist and a feminist," she said. "Criticism has not been reserved solely for the men brave enough to face this conference, some of the women "stars" have also been handed a share of opprobrium.

The speech of Imelda Marcos, the Philippines first lady, has been dismissed as "mostly melodramatic." The stylish Mrs. Marcos spoke in defense of "the mystique of the Oriental woman," her delivery well-timed for applause. She and her encourage of elegant Philippine women have quickly been baptized "the iron butterfly squad." Although New Zealand feminist Germaine Greer sniffed, "A rich woman applauded by other rich women." Mrs. Marcos was embraced by three Chinese women delegates in sober, dark-gray trouser suits.

Egyptian first lady Hana Sadat's list of Egyptian achievements for women was analyzed as "vegetably self-serving."

A European diplomat lamented: "Mrs. Sadat has called for peace in the Middle East, but she will not even greet her Israeli counterpart right here in the hall with her."

When asked if she would not like to meet Leah Rabin, wife of Israel's prime minister, Yitzhak Rabin, Mrs. Sadat reportedly replied, "not until the occupied territories have been returned."

Iran's Princess Ashraf Pahlevi, twin sister of the shah and head of her country's delegation, has pledged $1 million to the United Nations for the funding of the conference and its follow-up programs. Enthusiasm for such generosity dwindled fast when the princess's further plans became known. Mrs. Marcos, she said, would contribute another $1 million if the conference approved the creation of a research institute for women, to be built in Tokyo.

"Who does she think she is," said the head of a West European delegation, "talking about outright vote buying."

The anger and frustration surrounding the conference is perhaps most tangible at the Tribune, a meeting of delegates from nongovernmental organizations.

At the Tribune the official conference across town is frequently denounced as a "symbolic spectacle" or a "paternalist affair" which has nothing to do with what women really think.
Feminists at Conference in Mexico Complain That It Ignores Real Issues

By JUDY KLEMESEKUD Special to The New York Times

MEXICO CITY, June 21—American feminists, who have been unexpectedly restrained so far at the World Conference on Women here, took over a meeting at the United States Embassy today to complain about the way they said the conference had ignored feminist issues.

"The true issue, the problem of women, are being forgotten here," said Carole De Saran, president of the New York chapter of the National Organization for Women. "Instead, this conference is concentrating on political issues that represent the male mentality. The direction here is not coming from women, it's coming from men."

It was the first time that a large group of women from any delegation of the 123 nations represented here had made public their complaints about the way the International Women's Conference was being run.

Continued on Page 3, Column 1

U.S. GROSS ASSAULS WOMEN'S PARLEY

Continued from Page 1, Col. 4

Year conference is in being run.

A few minutes earlier, Miss De Saran had shouted down Daniel Parker, co-head of the United States delegation, at the conference when he tried to address the women attending the meeting.

"It's a disgrace to the United States to have a man representing it," she said. "We have so many well-qualified women of our own, like Congresswomen and judges."

The co-head of the United States delegation, a woman—Patricia Huter of Chicago—was called to the microphone. Mr. Parker is administrator of the United States Agency for International Development.

The meeting was called by the United States delegation to give women at the two conferences here—the official United Nations-sponsored conference and the unofficial Tribune—a forum for their opinions. It was almost immediately dominated by the American feminists.

Ronnie Feit, a New York lawyer and a member of the National Women's Political Caucus, criticized the structure of the Tribune, which most of the nongovernmental representatives are attending because its structure does not allow women to talk to each other.

She referred to the emphasis at many of the meetings on the economic order and world peace rather than on such women's issues as equality, education and career choices, and also on the fact that a man had been elected president of the conference—Attorney General Edward J. Kennedy of Massachusetts.

Suggestions for Change

She presented three suggestions for change in the structure of the Tribune. The proposals had been drawn up at a meeting of about 100 feminists called by the National Organization for Women.

These recommendations were as follows:

1. What the American embassy gives a party and that every American woman at the conference bring one woman from another country to the party so the women could talk to each other.

2. What the Tribune set up a room that would be open at all times, with translators present, for dialogues among women who wanted it.

3. That two-hour lunch periods at both the official conference and the Tribune be devoted to meetings featuring open speech on the American tradition for everyone. These "speak-outs" would concentrate on women's status in education, family, health, economy and politics.

"The Tribune is a bore, an absolute bore," Miss De Saran said. "We can't even talk to each other. A woman gets up and gives a speech about the problems of women, and then they end. The next speaker presents.
Division Emerges at Women’s Parley

BY JAMES P. STERBA
Special to The New York Times

MEXICO CITY, June 20—The chief United States delegate to the World Conference on Women today disputed the views of third world leaders that there was a need for the redistribution of the world’s wealth and power which would automatically provide women equality.

Mrs. Patricia Hutar, the United States delegate said that women must participate as partners in social and economic development rather than wait for the world’s leaders to accomplish such improvement first.

"Women cannot wait with arms folded for men to achieve a new order before women can achieve equality," she said. "On the contrary, women must continue their work already begun to achieve a truly equal partnership. Women must be in decision-making positions in the power structure along with men to build a more just world order." Her statement was contrary to the position expressed at yesterday’s opening session by President Luis Echeverria Alcala of Mexico, who said that economic and social changes are modifying the basic situation of women throughout the world, both in those countries now undergoing arduous processes of development and those which have already experienced the impact of industrialization, these changes will not automatically redress the balance.

This view was also expressed by Dr. Shirley Summerson, head of the British delegation. "It is patently evident that women of the countries in which they live, and economic betterment rather than wait for the world’s leaders, can be no meaningful female-dominated leadership to accomplish such improvement first."

"Women cannot wait with arms folded for men to achieve a new order before women can achieve equality," she said. "On the contrary, women must continue their work already begun to achieve a truly equal partnership. Women must be in decision-making positions in the power structure along with men to build a more just world order." Her statement was contrary to the position expressed at yesterday’s opening session by President Luis Echeverria Alcala of Mexico, who said that economic and social changes are modifying the basic situation of women throughout the world, both in those countries now undergoing arduous processes of development and those which have already experienced the impact of industrialization, these changes will not automatically redress the balance."

"Too often, the new society benefits women no more than the old one," she said. "Women in the struggle carry within them the roots of their oppression—the myths and prejudices which keep women in their place."

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"Too often, the new society benefits women no more than the old one," she said. "Women in the struggle carry within them the roots of their oppression—the myths and prejudices which keep women in their place."

Prime Minister Bandaranaike of Sri Lanka said that she thought peace and harmony may be more important than equality, especially if men and women are equal in sharing hunger and poverty.

"What we should strive for is balance and harmony," she said. "And harmony is based on women requiring the home."

I would be most unhappy if greater economic prosperity, it does not necessarily follow from it. There is evidence that women have not always benefited from changes introduced in the name of development. It is a striking example of cooperation between men and women. Amidst men for national freedom and independence, their position often reverts to subservience when independence is gained."

Jihan el-Sadat, right, wife of the President of Egypt, receiving a congratulatory kiss from Imelda Marcos after addressing the conference on women in Mexico City. Mrs. Marcos, who is President of the Philippines, was another speaker. (Harpers Bazaar photograph)
MEXICO CITY, Jurie 23—unifying feminist issues. A conference got off to a bad start with equal rights for equal pay for equal States and Western Europe, and the women there do not have much patience left.

The editorial named wives of national leaders, including Imelda Marcos of the Philippines, Hans el-Sadat of Egypt, and Leah Rabin of Israel, asking if their presence was "only justified by their marriages to successful husbands.

The third world nations, including China and Mexico, argue that without a world redistribution of wealth and power, equality with men means continued equality of hunger, illiteracy and poverty.

By far the largest group of women attending the conference dress continued equity and Western European women have already been including Mrs. Henry Kissinger, attending the conference to push one issue more at a time. But according to some observers, the delegations of nations where women live are made up largely of relatively wealthy and prominent persons—those women who are often viewed as members of the ruling class in their own countries.

Women's Parley Bogged Down Amid Global Disputes

In Xihenon, the unofficial newspaper of the conference: "The conference got off to a bad start and the women who are not in Mexico City do not have much patience left." The editorial named wives of national leaders, including Imelda Marcos of the Philippines, Hans el-Sadat of Egypt, and Leah Rabin of Israel, asking if their presence was "only justified by their marriages to successful husbands."

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Did Women Get It Together in Mexico City?

By Isabelle Shelton
Washington Star Staff Writer

Women returning from the recent Mexico City Conference on the international Women's Year generally are enthusiastic about what was achieved there — although there are some who disagree. The women know that success is not the image that came through from Mexico City. They are aware of the jeering tone of much editorial comment in U.S. newspapers — which tended to emphasize the controversies and confrontations that did, indeed, occur, and patronizingly observed that 'the girls' didn't seem to be able to gel together at an international conference any better than their male counterparts.

THE WOMEN BLAME the conference's negative image on "trivializing" by some male reporters and editors, who, the women charge, fastened on every sign of controversy while downplaying the admittedly duller news of constructive accomplishment.

"It was well known beforehand that the Third World countries were going to try to 'politicize' the conference by pressing their viewpoint that nothing can be achieved for women until there is a new world economic order — therefore I don't know why reporters treated that, as particularly newsworthy," complained Jill Ruckelshaus, head of the U.S. Commission on IWY and a delegate to Mexico City.

"I think the conference accomplished a lot," Ruckelshaus added. "The 10-year World Plan of Action adopted unanimously is a good document. It lays down some very basic ground-rules that women in every country can use as a wedge to push their causes with their own governments. If your country signed the World Plan, then you have something to go to them with, and demand that they deliver."

The plan "deals with the basic issues that the conference was about," Ruckelshaus said, "— education, job training, health care, the whole development process and access to decision-making."

PROGRESS WAS often agonizingly slow, she conceded. "It seems impossible to edit other people's copy."

She recalled one committee meeting that she chaired "that spent eight hours revising four paragraphs — and at the end of the meeting I told the other members, 'You know, if we take another look at it tomorrow we'll want to rewrite it again.'"

Finding common language was complicated by the widely different cultures in many of the 133 nations represented at the conference, Ruckelshaus said, plus the different levels of women's progress in various countries, and the shadings of meaning in three languages. French, Spanish and English all were official conference languages.

Perhaps the most important achievement of all, Ruckelshaus believes, is that "the conference proved there is an international women's movement. It's not an aberration of middle class U.S. women. It exists. We all are talking about essentially the same thing, whatever our level of development — equal opportunity, equal access."

It was a point that others made over and over again. "IT SURELY HAS demonstrated that there is a world-wide women's movement of some description," said Mildred Maroney, coordinator of the U.S. Commission on IWY.

"When I first came into women's activities at the U.S. Information Agency in 1961, I had to scramble to find a body of common concern about women's problems," she said. "Now I don't have to search anymore. I'm inundated. I think this conference will be seen as the benchmark for a rather slow process that is now going into an accelerated stage."

See WOMEN, Page 3
Women's Year Conference in 3 Rings

BY BARBARA CADY

The recent United Nations International Women's Year Conference in Mexico City was covered for The Times by Stanley Meisler of the Mexico City bureau. His overview was presented in Sunday's Opinion section. Here, Los Angeles free-lance writer Barbara Cady gives her impressions of the conference, which was attended by delegates from more than 100 nations.

The tedious rhetoric, factional splintering and confrontation tactics that characterized the conference had, of course, been cynically predicted by the American press—male and female alike—even before it began. At the Tribune, the nongovernmental half of the U.N.-sponsored conference, the relative strengths and biases of each pow er bloc grew increasingly apparent as the public postures became more vitriolic and the causes intrinsically more Byzantine. Women from Asia, Latin America and Africa, confronting Western delegates with charges of "capitalist oppression" and "racism," singled out Americans in particular—and feminists most of all—for an unwonted barrage of accusations that they were manipulating the conference to their own "effete" hegemony ends.

"We of the poorer developing nations are not interested in the psychological liberation of Western women," one Indian woman yelled from the floor during an informal "speak-out" at the Tribune. "If you American ladies paid more attention to the imperialist economic policies of your government, women throughout the world would not have to worry about such unfashionable problems as starvation and homelessness."

"Why don't you sit down and rest, dear," hissed a very plainly dressed Englishwoman from across the aisle. "With all those heavy gold bracelets on your arms, you must be exhausted from waving them around."

"Difficult to Relate"

If black delegates from the United States expected to be exempted from the anti-American sentiment, they were soon disillusioned. "I've been snubbed here even by African delegations," said Los Angeles television reporter Gail Christian. "Though I'm black and I think I know at least as much as they do about racism and oppression, I was told point blank, 'You're not third world, you're an American.'"

Delegation Nira Long, another black from Los Angeles and an official of the Agency for International Development, said, "It's doubly ironic to be stereotyped as an American—not only because I think of myself as being black and I'm proud of it, but because black women in
**Issue at Women's Parley**

**The ‘When’ of Equality**

New York Times News Service

**MEXICO CITY** — The chief U.S. delegate to the World Conference on Women disagrees with the view of Third World leaders that a redistribution of the world’s wealth and power is a prerequisite in the quest for female equality.

Mrs. Patricia Hutar said yesterday that women must participate as partners with men for social and economic betterment rather than wait for the world’s male-dominated leadership to do it first.

"Women cannot wait with arms folded for men to achieve a new order before women can achieve equality," she said. "Women must be in decision-making positions in the power structure along with men to build a more just world order."

HER ASSERTION was contrary to one expressed at Thursday’s opening session by President Luis Echeverria of Mexico, that economic imbalances between rich and poor countries must be corrected first.

This contrast represents the basic division among delegates of industrialized and underdeveloped nations who are attempting to write a 10-year plan to improve the status of women.

Several of the world’s most prominent women presented the positions of their countries in speeches yesterday. They included Mrs. Sirimavo R.D. Bandaranaike, prime minister of Sri Lanka, the only woman head of state attending; Princess Ashraf Pahlavi, sister of the shah of Iran; Mrs. Imelda Marcos, wife of the Philippine president, and Mrs. Jihan Sadat, wife of Egypt’s president.

MRS. HUTAR, who was appointed by former President Richard M. Nixon as U.S. representative to the United Nations Commission on the Status of Women, cautioned the delegates not to assume that economic equality among nations would automatically lead to equality for women within those countries.

"Though many general economic, political and social changes are modifying the basic situation of women throughout the world ..., these changes will not automatically restore the balance," she said.

Prime Minister Bandaranaike said she thought peace and harmony may be more important than equality.
WASHINGTON (UPI) -- The leaders of the U.S. delegation to the World Conference of Women held in Mexico City last month said today they felt the meeting had given the cause of female rights a great impetus around the globe, but specific progress would be hard to make.

The U.S. National Commission of the Observance of International Women's Year, which is headed by Jill Ruckleshaus, wife of former Attorney General William Ruckleshaus, will meet Thursday morning at the State Department to try to determine ways of putting into effect the very general declarations of intent that were agreed upon by the World Conference of Women in Mexico City.

This was announced by Patricia Hutar, a U.S. representative to the United Nations Commission on the Status of Women, who held a joint press conference with Mrs. Ruckleshaus Wednesday to explain the significance of the world plan of action adopted by the conference, which was attended by 1,300 females representing 130 nations.

Mrs. Hutar acknowledged that it was difficult to delineate specific gains achieved in such a large meeting which adopted a resolution embodying 894 amendments proposed by the women attending. She said, however, that "we feel very positive about the results of the conference. We believe that women power really emerged at this conference... the great thing was that the conference was not politicized."

She added, "we believe we established a network of women power that will affect governments... by virtue of its recognition for the need for women to hold political power."

UPI 07-16 07:12 EDT

MRS. FORD-IVY

WASHINGTON (AP) -- First Lady Betty Ford is definitely not going to attend the International Women's Year Conference in Mexico City June 19-23, her press secretary said today.

"Mrs. Ford is not going to be going at all," said Press Secretary Sheila Weidenfeld, explaining that it was a matter of changing Mrs. Ford's commitments for June 19-20.

Mrs. Ford has previously announced she would attend the world Premier of Martha Graham's new ballet "Lucifer" in New York City on the night of June 19 and plans to stay in New York overnight after the show.

Mrs. Weidenfeld said, "the day that really counts" at the IVY Conference is the 20th, if she (Mrs. Ford) is going to go she should be there for that day," Mrs. Weidenfeld pointed out.

The U.S. delegation will be making its opening address to the United Nations-sponsored conference on June 20 and there had been much pressure from women's groups for Mrs. Ford to be there.

06-13-75 15:38 EDT
Unity Eludes the World's Women

BY STANLEY MEISLER
MEXICO CITY—The major lesson from the U.N. conference on women was that there probably was no need for it. Feminism means little to the poor countries that dominate the United Nations. The feminists come from rich countries that have little say at such meetings.

At first, the formula seemed to make sense. Official delegates, mostly women, from more than 130 nations would convene in a formal U.N. conference to pass resolutions on the problems of women and gather at a formal U.N.-sponsored tribune to discuss women's rights at seminars.

But the forum didn't work. The official conferences befuddled male delegates who do all U.N. conferences and obscured the issues of women's rights with political issues. The tribune became unruly as the feminists, mostly American and Mexican, became frustrated and restive over their lack of influence on the official conference.

But too much blame should not be put on politics and disorder. The formula probably would not have worked even if the official delegates had avoided politics and the private feminists had achieved order. The conference was founded on a misconception—that the problems of women of the world are common to them all.

In truth, women are affected by two kinds of problems: oppression by law and poverty, and discrimination by social and psychological attitudes. Of course, there is overlap. Of course, in both cases, the woman's status is lower than the man's. But it is the height of giggles to say there is a common experience or common solution.

In Kenya, for example, withered women carry loads of more than 100 pounds of firewood on their backs, serving as little more than beasts of burden. It is their duty to try to arouse these women with talk of child care centers, free and legal abortion, a restructuring of the family, the battle against sexism, and equal pay for equal work. Their only realistic hope is that development and modernization will one day allow their daughters the same freedom and rights as women in industrialized countries.

But, for American feminists like Betty Friedan, it hardly makes sense to get excited about a conference that concludes that the world's women need to achieve the status of women in the United States and other industrialized countries. The feminists have found this status wanting. Their relative equality has not done away with sexual discrimination, with the psychological attitudes that relegate women to a secondary role. They are simply frustrated and restive over their lack of influence on the official conference.

Yet, she went on, "it may be that they are happier and more fulfilled than their more prosperous sisters in other parts of the world because participation in the train and trouble of these women had given them fulfillment and spared them the neurotic anxieties of aiding children and competition."

Then Mrs. Marcos leaned on Philippine mythology to set a mood of femininity. "It is said that the birth of humanity came about, she told the delegates, "when a divine womb split a single banana and from it there sprang forth a woman and a man, and the woman was called Magdala, which means beautiful, and the sun was called Malakas, which means strong."

"They were equal, and in their own way, the strong and the beautiful, they have been equal ever since."

It would be worse to assume that Friedan and Mrs. Marcos represent the two extremes of woman's views about their common problems. They were not arguing. They were simply talking about two different situations.

Since the official conference did concentrate on Third World problems, one measure of its success would be how women's status improves in these poor countries in the years ahead. The conference did approve a world plan of action calling for equality of women in politics, education and work in 10 years, but failed to set up machinery to implement the plan.
At Women's Parley, Gala Soot!

Leah Rabin, who said she was willing to talk to Jihan el-Sadat.

Receiving line eliminate for women's conference: From left: tary general of conference; a translator; Mexican President; and hands with President and Mrs. Echeverria, Mr. Waldheim and Hilda Sipila, secretary general of the conference.

Mrs. Echeverria, who was dressed in a Mexican peasant costume complete with apron and black patent leather boots, kissed almost every woman delegate on both cheeks.

The delegate from the Provisional Revolutionary Government of South Vietnam, Ma Thi Chao, and the delegate from North Vietnam, Le Thi Soyen, walked through the receiving line side by side.

"We are together here, too," Mrs. Chao said, beamng.

Mrs. Sadat, who said she still wasn't sure in what the conference decides to approve an Iranian proposal that would establish an international institute for research on the status of the world's women.

During dinner, the officials in the receiving line were joined at the head table by Prime Minister Stirling Banda-

One table away, a woman in a Mexican peasant costume stopped by Valent-

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One table away, a woman in a Mexican peasant costume stopped by Valentine V. Nikolaevna-Terehlova of the Soviet Union, the world's first women's communaut who is heading her country's delegation, and said: "Oh, are you the woman astronaut? Why didn't you wear your space costume?"

"Among the other guests were Imelda Marcos, wife of the President of the Philippines, wearing a pink version of her country's scooped-necked, high-sheaved native costume; Li Su-boen, the Chinese delegate, wearing a simple, man-tailored gray pants suit, and Ma-

Politics Continues

I will talk to her," Mrs. Rabin said, "but she will not talk to me."

"Listen, I am an honest woman," replied Mrs. Sadat, "and I can't say hello to a woman when their soldiers are occupying our land—it is against my feelings. But when they withdraw from our territory, I will be happy to say hello."

Prior to the party, the heads of the delegations lined up duty in a second floor room of the palace, beneath three crystal chandeliers, to shake hands with President and Mrs. Echeverria, Mr. Waldheim and Hilda Sipila, secretary general of the conference.

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The Selling of Women's Year 1975: U.N. Is Finding It No Easy Matter

By KATHLEEN TELTSCH

UNITED NATIONS, N.Y., June 3—In the United Nations, a delegation of 16 women is beginning to resemble those hard-selling promotional campaigns that are supposed to motivate consumers to buy more doughnuts. In October, because it's doughnut month at one of its fast-food restaurants and promotions during their sporting events.

Just as every government has issued a stamp or a proclamation, the women have staged pageants and demonstrations, published pamphlets and placed a plum pudding down where its tail feathers should sprout.

Nevertheless, the women...