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THE DEPARTMENT OF STATE BULLETIN



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Bureau of Public Affairs
Office of Media Services

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,¹ 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 Echeverría and Mrs. Echeverría, to President of the Conference Ojeda Paullada, to Secretary General Waldheim, Secretary General of the Conference Mrs. Sipilä [U.N. Assistant Secretary General Helvi Sipilä], 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 Echeverría 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

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deep sense of empathy and solidarity with women in all parts of the world. We desire to work together on the many concerns that are common to us all.

Discrimination based on sex is the most widely known kind of discrimination. It is found in all developed and developing societies, either openly 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 for International Women's Year. We all are aware that declarations and statements of principle enunciated by the United Nations, though of great value, were 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 legislation 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, nondiscrimination in hiring, in

discharging, and in compensation. Another piece of important legislation prohibits discrimination on the basis of sex in educational programs or 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 Coordinator 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 redress 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 their integration in 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 a new order before women can 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 disarma-

ment 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 serve in agencies 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 Charles Percy, 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; our 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 by 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 involves 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 agriculture. Women must develop support systems to change the degrading sex-role stereotype and images of women in the mass media which perpetuate false depictions 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 inaccurate and destructive sexist image projected must be rooted out.

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 stereotyping.

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 program planning, policymaking and decisionmaking 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.²

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.

² The 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.), with 18 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 resolutions designed to improve their status and assure their participation in society on an equal basis with men.

The draft declaration of principles 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" appear to associate this conference with a campaign against the State of Israel, and carry the implication that the State of Israel should be eliminated. The United States strongly opposes any provisions of this nature directed against one member of the United Nations.

In conclusion, Mr. President, my delegation has been guided throughout 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. What they do, 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 STATES³

Women in the Employ of the U.N.⁴

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

The World Conference of the International Women's Year,

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

Noting that the study "The situation of women in the United Nations", issued by UNITAR [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 conditions under which women enter the service of the United Nations, work in it, achieve promotion and enjoy its benefits are by no means as equitable as the Charter of the United Nations requires,

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

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

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

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

Family Planning and Integration of Women in Development⁵

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

The World Conference of the International Women's Year,

Considering that the full integration of women in

development cannot be achieved without improvement in health, education and training for employment,

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

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

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

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

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

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

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

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

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

(b) To make available to nursing mothers and their children the necessary health services within easy reach, coupled with programmes of education

³ Texts from U.N. doc. E/5725, report of the World Conference of the International Women's Year (in provisional form).

⁴ Adopted by the conference on July 2 without a vote.

⁵ Sponsored by Ecuador, Egypt, Ghana, Nigeria, Sierra Leone, Sweden, the United Kingdom, and the United States; adopted by the conference on July 2 by a vote of 77 (U.S.) to 4.

in maternal health and child welfare as an integral part of health programmes;

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

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

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

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

Education and Training⁶

24. Education and training

The World Conference of the International Women's Year,

Convinced that the expansion of education is essential in order to meet the increasing intensity of challenges to the welfare and even the existence of humanity, to reduce the gaps between socio-economic groups and to eliminate prejudice against women,

Convinced also that the advantages of education should by right be equally available to all people, regardless of sex, age, race, religion or ethnic origin,

Further convinced that education should be a life-long activity that reinforces the personal and vocational development of the individual,

Recognizing that historical and cultural perspectives regarding the role of women at all levels of education have too often been obstacles to the full participation of women in society,

Further recognizing that only if a woman is given equality of educational opportunity can she make and exercise a free choice as to what her role in society will be,

Aware that equality of educational opportunity enables a woman to enhance her economic status and to enrich the contribution that she can make to the quality of her own life and that of her family,

⁶ Sponsored by Argentina, Brazil, Chile, Colombia, Costa Rica, Cuba, Ecuador, Egypt, Greece, Indonesia, Malaysia, Nepal, Pakistan, Paraguay, Peru, Philippines, Sri Lanka, Thailand, Trinidad and Tobago, the United States, Uruguay, and Venezuela; adopted by the conference on July 2 without a vote.

1. Affirms:

(a) That fundamental education, including functional literacy, basic skills, science and technology, and civic education should be provided for all as soon as possible;

(b) That, as far as resources permit, all educational programmes should be free to people of all ages and that primary and secondary education should, within the limits of each country's resources, be compulsory and free as soon as possible so as to ensure equal opportunities for girls and boys;

(c) That women should be given equal access to formal and non-formal educational opportunities, including technical education;

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

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

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

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

2. Recommends to Governments:

(a) That genuine reforms should be carried out in all educational systems, beginning with early childhood education, so that girls and boys will consider each other as equals;

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

(c) That at all levels of teaching and administration men and women should be given equal opportunities;

(d) That all forms of mass communication and technology should be used to expand the educational opportunities for women as well as men;

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

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

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

(h) That there should be continuing economic and social research and evaluation of education programmes as they affect girls and women and as they bring about changes in attitudes and roles for women and men;

3. *Urges* that structures and strategies be evolved and implemented to these ends on a massive scale;

4. *Calls upon* non-governmental organizations to assist Governments in such programmes;

5. *Requests* the United Nations system, in particular the United Nations Children's Fund, the International Labour Organization, the United Nations Educational, Scientific and Cultural Organization, the World Health Organization and the Food and Agriculture Organization of the United Nations, as well as other international agencies, to assist Governments, at their request, in the planning and implementation of such programmes;

6. *Further requests* the Secretary-General to give priority, in the allocation of finances from the Fund for International Women's Year, to literacy and education programmes for women.

Research and Training Institute⁷

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

The World Conference of the International Women's Year,

Recalling General Assembly resolution 3010 (XXVII) of 18 December 1972, in which the Assembly proclaimed 1975 as the International Women's Year to be devoted to intensified action to ensure the full integration of women in the total development effort,

Taking into account General Assembly resolution 3342 (XXIX), in which the Assembly called upon the United Nations system to provide increased assistance to those programmes, projects and activities that would encourage and promote the further integration of women into national, regional and interregional economic development activities,

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

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

1. *Decides* to recommend the establishment, under the auspices of the United Nations, of an International Training and Research Institute for the Promotion of Women, financed through voluntary contributions, which in collaboration with appropriate national, regional and interregional economic and social research institutes and the specialized agencies of the United Nations, would:

(a) Undertake research and the collection and dissemination of information as the basis for the formulation of programmes and policies for the effective participation of women;

(b) Assist in the design of research for the monitoring of changes in the situation of women and the impact on their lives of economic, social and technological changes;

(c) Develop, adapt and provide training programmes for women, in particular those of the developing countries, which would enable them to undertake national research, to assume leadership roles within their own societies and to increase their earning possibilities;

2. *Invites* the Secretary-General to appoint, with due consideration to the principle of equitable geographical distribution, a group of experts to assist him in the establishment of this institute and to draw up its terms of reference;

3. *Requests* the Secretary-General to submit a report, on the basis of the recommendations of the group of experts, to the Economic and Social Council at its sixtieth session.

Measures for the Integration of Women in Development⁸

27. Measures for the integration of women in development

The World Conference of the International Women's Year,

Recalling that General Assembly resolution 2626 (XXV) of 24 October 1970 set forth the International Development Strategy for the Second United Nations Development Decade, which included among its objectives the full integration of women in the total development effort,

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

Recalling further that the General Assembly, in its resolution 3342 (XXIX), 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 Nations World Population Conference requested United Nations organs and the specialized agencies to give special consideration to the impact of development efforts and programmes on the improvement of the status of women, especially in connexion with the review and appraisal of the Strategy for the Second United Nations Development Decade and in the deliberations of the General Assembly at its special session in 1975,

Noting also that in its resolutions II, V and VIII, the United Nations World Food Conference urged priority consideration of women in every stage of the design, planning, implementation and evaluation of development programmes and projects,

⁷ Sponsored by Egypt, Iran, Jamaica, Mexico, Pakistan, Senegal, and the United States; adopted by the conference on July 2 without a vote.

⁸ Sponsored by Austria, Ethiopia, Guatemala, Haiti, New Zealand, Norway, Sierra Leone, and the United States; adopted by the conference on July 2 without a vote.

Noting further that the Governing Council of the United Nations Development Programme at its nineteenth session requested that the integration of women in development should be a continuing consideration in the formulation, design and implementation of the projects and programmes of the United Nations Development Programme,

Bearing in mind that the Economic and Social Council, in its resolution 1942 (LVIII) of 6 May 1975, requested United Nations bodies to pay particular attention to the evolving status of women, keeping in mind the mutual interaction among population factors, social and economic development and the status of women, and called for monitoring of the progress of short-term and long-term programmes,

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

1. *Recommends* that all organs of the United Nations development system, specialized agencies, and other international technical and financial assistance programmes and agencies:

(a) Give sustained attention to those initiatives that integrate women in the development process;

(b) Incorporate in their development plans, programme and sector analyses, and programme documents an impact statement of how such proposed programmes will affect women as participants and beneficiaries, in consultation with the United Nations Commission on the Status of Women;

(c) Establish a review and appraisal system and undertake to serve in the design, implementation and evaluation of programmes and to use social and economic indicators as a means of measuring progress in the integration of women in the development process;

(d) Ensure that women shall participate on an equitable basis with men on all levels of decision-making that govern the planning and implementation of these programmes, keeping in mind the principle of geographical distribution;

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

Participation in International Conferences⁹

31. Women's contribution to world peace through participation in international conferences

The World Conference of the International Women's Year,

Noting that less than 10 per cent of the delega-

⁹ Sponsored by Austria, Barbados, Gambia, Tanzania, Thailand, the United Kingdom, and the United States; adopted by the conference on July 2 without a vote.

tions to sessions of the General Assembly and to most United Nations conferences are women,

Noting that less than 5 per cent of the representatives are women,

Noting also that the achievement of the goals of International Women's Year requires that more women should hold positions of policy and decision-making in their own Governments in order to make a greater contribution towards international peace,

1. *Recommends* that in the current year Governments of Member States should seek to increase substantially the number of women in their delegations to meetings held under United Nations auspices; particularly the Seventh Special Session of the United Nations General Assembly and the thirtieth regular session of the General Assembly,

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

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

TEXT OF WORLD PLAN OF ACTION¹⁰

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

2. The greatest and most significant achievement during recent decades has been the liberation of a large number of peoples and nations from alien colonial domination, which has permitted them to become members of the community of free peoples. Technological progress has also been achieved in all spheres of economic activity during the past three decades, thus offering substantial possibilities for improving the well-being of all peoples. However, the

¹⁰ Adopted by the conference on July 2 without a vote (text from U.N. doc. E/5725, report of the World Conference of the International Women's Year, provisional). The conference adopted two resolutions providing for implementation of the plan, entitled "International co-operation under projects designed to achieve the objectives of the World Plan of Action" and "Role of the United Nations system in implementing the World Plan of Action."

last vestiges of alien and colonial domination, foreign occupation, racial discrimination, *apartheid* and neo-colonialism in all its forms are still among the greatest obstacles to the full emancipation and progress of developing countries and of all the peoples concerned. The benefits of technological progress are not shared equitably by all members of the international community. The developing countries, which account for 70 per cent of the population of the world, receive only 30 per cent of world income. It has proved impossible to achieve uniform and balanced development of the international community under the present economic order, and, for this reason, it is urgent to implement a new international economic order in accordance with General Assembly resolution 3201 (S-VI).

3. Conventions, declarations, formal recommendations and other instruments have been adopted since the Charter came into force¹¹ with a view to reinforcing, elaborating and implementing these fundamental principles and objectives. Some of them seek to safeguard and promote the human rights and fundamental freedoms of all persons without discrimination of any kind. Others deal with promotion of economic and social progress and development and the need to eliminate all forms of alien domination, dependence, neo-colonialism, and include international strategies, programmes and plans of action. Some have the more specific purpose of eliminating discrimination on the ground of sex and promoting the equal rights of men and women. These documents reflect the ever-increasing awareness in the international community of the uneven development of peoples, and of the tragedy of all forms of discrimination be it on the ground of race, sex or any other ground, and the evident will to promote progress and development in conditions of peace, equity and justice.

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

5. Despite these solemn pronouncements and notwithstanding the work accomplished in particular by the United Nations Commission on the Status of Women and the specialized agencies concerned, progress in translating these principles into practical reality is proving slow and uneven. The difficulties encountered in the preparation and implemen-

¹¹ See appendix I to the Plan [footnote in original]. Appendix II, statements made by participants on the World Plan of Action, is not printed here.

tation of these many instruments are attributable to the complexities created by the considerable differences between countries, regions, etc.

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

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

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

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

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

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

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

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

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

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

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

17. In order to promote equality between women and men Governments should ensure for both women and men equality before the law, the provision of facilities for equality of educational opportunities and training, equality in conditions of employment, including remuneration and adequate social security. Governments should recognize and undertake measures to implement men's and women's right to em-

ployment on equal conditions, regardless of marital status and their access to the whole range of economic activities. The State has also the responsibility to create conditions that promote the implementation of legal norms providing for equality of men and women and in particular the opportunity for all individuals to receive free general and primary education, and eventually compulsory general secondary education, equality in conditions of employment, and maternity protection.

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

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

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

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

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

23. The promotion and protection of human rights for all is one of the fundamental principles of the United Nations Charter whose achievement is the goal of all people. An essential element for securing

the protection of human rights and full equality between men and women throughout the world is sustained international co-operation based on peace, justice and equity for all and the elimination of all sources of conflict. True international co-operation must be based, in accordance with the Charter of the United Nations, on fully equal rights, the observance of national independence and sovereignty including sovereignty over natural resources and the right of their exploitation, non-interference in internal affairs, the right of peoples to defend their territorial integrity, and the inadmissibility of acquisition or attempts to acquire territory by force, mutual advantage, the avoidance of the use or the threat of force, and the promotion and maintenance of a new just world economic order, which is the basic purpose of the Charter of Economic Rights and Duties of States.¹² International co-operation and peace requires national liberation and political and economic independence, the elimination of colonialism and neo-colonialism, fascism and other similar ideologies, foreign occupation and *apartheid*, racism and discrimination in all its forms as well as recognition of the dignity of the individual and appreciation of the human person and his or her self-determination. To this end, the Plan calls for the full participation of women in all efforts to promote and maintain peace. True peace cannot be achieved unless women share with men the responsibility for establishing a new international economic order.

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

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

I. NATIONAL ACTION

26. This Plan provides guidelines for national action over the 10-year period from 1975 to 1985 as part of a sustained, long-term effort to achieve the objectives of the International Women's Year. The recommendations are not exhaustive, and should be considered in addition to the other existing interna-

¹² During the World Conference of the International Women's Year some representatives stated that reference to the Charter of Economic Rights and Duties of States should not be interpreted as indicating a change in the positions of delegations on the Charter as stated at the twenty-ninth session of the General Assembly. [Footnote in original.]

tional instruments and resolutions of the United Nations bodies which deal with the condition of women and the quality of life. They constitute rather the main areas for priority action within the decade.

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

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

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

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

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

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

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

34. The establishment of interdisciplinary and multisectoral machinery within government, such as national commissions, women's bureaux and other

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

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

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

37. Constitutional and legislative guarantees of the principle of non-discrimination on the ground of sex and of equal rights and responsibilities of women and men are essential. Therefore, general acceptance of the principles embodied in such legislation and a change of attitude with regard to them should be encouraged. It is also essential to ensure that the adoption and enforcement of such legislation can in itself be a significant means of influencing and changing public and private attitudes and values.

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

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

Non-governmental organizations could also play an important role in ensuring that relevant legislation is adequate, up to date and applied without discrimination.

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

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

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

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

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

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

46. By the end of the first five-year period (1975-

1980) the achievement of the following should be envisaged as a minimum:

- (a) Marked increase in literacy and civic education of women, especially in rural areas;
- (b) The extension of co-educational technical and vocational training in basic skills to women and men in the industrial and agricultural sectors;
- (c) Equal access at every level of education, compulsory primary school education and the measures necessary to prevent school drop-outs;
- (d) Increased employment opportunities for women, reduction of unemployment and increased efforts to eliminate discrimination in the terms and conditions of employment;
- (e) The establishment and increase of the infrastructural services required in both rural and urban areas;
- (f) The enactment of legislation on voting and eligibility for election on equal terms with men 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, sanitation, nutrition, family education, family planning and other welfare services;
- (i) Provision for parity in the exercise of civil, social and political rights such as those pertaining to marriage, citizenship and commerce;
- (j) Recognition of the economic value of women's work in the home in domestic food production and marketing and voluntary activities not traditionally remunerated;
- (k) To direct formal, non-formal and life-long education towards the re-evaluation of the man and woman, in order to ensure their full realization as an individual in the family and in society;
- (l) The promotion of women's organizations as an interim measure within workers' organizations and educational, economic and professional institutions;
- (m) The development of modern rural technology, cottage industry, pre-school day centres, time and energy saving devices so as to help reduce the heavy work load of women, particularly those living in rural sectors and for the urban poor and thus facilitate the full participation of women in community, national and international affairs;
- (n) The establishment of an inter-disciplinary and multi-sectoral machinery within the government for accelerating the achievement of equal opportunities for women and their full integration into national life.

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

48. The active involvement of non-governmental women's organizations in the achievement of the goals of the 10-year World Plan of Action at every level 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 dissemination of information for their advancement.

II. SPECIFIC AREAS FOR NATIONAL ACTION

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

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

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

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

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

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

54. The free flow of information and ideas among countries should be facilitated, with due regard for national sovereignty and the principles of international law; the exchange of visits between women of

different countries to study common problems should be promoted. Educational, cultural, scientific and other exchange programmes should be expanded and new forms developed in order to facilitate mutual understanding among peoples, particularly the young, and develop friendly relations and active co-operation among States. For these purposes the mass communications media should be utilized fully.

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

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

B. Political participation

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

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

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

60. Where legislation does not exist guaranteeing women the right to vote, to be eligible for election and to hold all public offices and exercise public functions on equal terms with men, every effort should be made to enact it by 1978.

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

62. Governments should establish goals, strategies

and time-tables for increasing within the decade 1975-1985 the number of women in elective and appointive public offices and public functions at all levels.

63. Special efforts to achieve these objectives could include:

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

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

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

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

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

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

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

C. Education and training

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

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

69. In most countries female enrolment at all levels of education is considerably below that of men. Girls tend to drop out of school earlier than boys. Boys are given precedence over girls when

parents have to make a choice if education is not free. There is often discrimination in the nature and content of the education provided and in the options offered. Girls' choices of areas of study are dominated by conventional attitudes, concepts and notions concerning the respective roles of men and women in society.

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

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

72. The measures taken should conform to the existing international standards and, in particular, to the Convention and 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 content and structure of education should be such as to ensure its relevance to the present and future needs of the communities concerned, taking into account their own culture and the advances made through technical and scientific developments. It should also seek to prepare the individual adequately for an active civic and family life and for responsible parenthood.

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

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

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

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

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

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

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

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

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

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

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

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

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

86. Girls and boys alike should be encouraged through vocational and career guidance programmes to choose a career according to their real aptitudes and abilities rather than on the basis of deeply in-

grained sex stereotypes. They should also be made aware of the education and training required to take full advantage of the employment opportunities available.

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

D. Employment and related economic roles

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

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

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

91. Special efforts should be made to foster posi-

tive attitudes towards the employment of women, irrespective of marital status, among employers and workers and among women and men in society at large, and to eliminate obstacles based on sex-typed divisions of labour.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

E. Health and nutrition

108. While everyone has an undeniable right to health, conditions in many countries, and especially in rural areas, have often precluded the actual enjoyment by women of this right equally with men. The situation becomes more accentuated in societies with considerable shortages of health personnel and

facilities and constitutes a high cost to the family, society and development by impairing the productivity of women. Women also need special care during pregnancy, delivery and lactation.

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

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

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

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

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

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

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

116. Within the context of a massive programme

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

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

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

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

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

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

122. Opportunities should be created for women to contribute more efficiently to the production of proper types of food through vegetable gardens in rural and urban areas and through the provision of better tools,

seeds and fertilizer. Girls and boys should also be encouraged to grow food in school gardens to supplement daily school meal programmes.

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

F. The family in modern society

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

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

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

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

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

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

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

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

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

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

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

G. Population

135. Social, economic and demographic factors are closely interrelated, and change in one or more in-

variably involves changes in others. The status of women is both a determinant and a consequence of these various factors. It is inextricably linked with both the development process and the various components of demographic change: fertility, mortality, and migration (international and internal and the latter's concomitant, urbanization).

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

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

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

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

140. This Plan endorses the recommendations of

the World Population Plan of Action, especially those relating to the status of women.

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

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

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

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

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

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

147. Rural development programmes, including the creation of suitable industrial and employment opportunities, should be initiated or expanded to reduce the migration to urban areas and its attendant problems. Decentralization of education and health facilities to rural areas should also be promoted, as an aid to lowering rural rates of illiteracy, mortality and fertility, which have traditionally been higher than those in urban communities. These

measures would bring rural women into greater contact with the mainstream of national life and release opportunities for their contribution to the progress and prosperity of their country.

H. Housing and related facilities

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

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

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

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

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

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

I. Other social questions

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

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

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

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

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

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

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

III. RESEARCH, DATA COLLECTION AND ANALYSIS

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

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

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

recognized as part of the economically active population (e.g., women classified as homemakers or housewives). They may, however, in fact be in need of and available for employment.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

IV. MASS COMMUNICATION MEDIA

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

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

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

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

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

179. Those in control of the media should seek to raise public consciousness with respect to these changing roles, and the serious concern that both women and men have about important issues that affect their families, communities and society at

large. They should be urged to project a more dynamic image of women (as well as of men) and to take into account the diversity of women's roles and their actual and potential contribution to society.

180. They should depict the roles and achievements of women from all walks of life throughout history, including women in the rural areas and women of minority groups. They should also seek to develop in women confidence in themselves and in other women, and a sense of their own value and importance as human beings.

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

V. INTERNATIONAL AND REGIONAL ACTION

A. Global action

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

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

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

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

186. The Plan endorses programmes and strategies setting forth similar or related objectives; in

particular, the International Development Strategy for the Second United Nations Development Decade, the Programme of Concerted International Action for the Advancement of Women, the Programme for the Decade for Action to Combat Racism and Racial Discrimination, the World Population Plan of Action, the recommendations of the World Food Conference, and the regional plans of action for the integration of women in development, adopted in 1974 for the regions of the Economic and Social Commission for Asia and the Pacific and the Economic Commission for Africa.

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

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

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

1. Operational activities for technical co-operation

190. The United Nations Development Programme, the United Nations Fund for Population Activities, the United Nations Environment Pro-

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

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

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

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

194. The following areas are of special importance:

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

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

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

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

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

195. The resident representatives of the United Nations Development Programme (UNDP) should play a key role in helping Governments to formulate requests for such assistance within the frame-

work of country programming. Advisory services provided by the specialized agencies in the form of special consultants or task forces could also render assistance in the formulation of project requests. Periodic reviews should be initiated to suggest crucial areas where special support might be needed. Projects should be constantly reviewed and evaluated to determine their impact and success in improving the position of women.

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

2. Formulation and implementation of international standards

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

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

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

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

3. Exchange of information and experience

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

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

elimination of all forms of discrimination and oppression.

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

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

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

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

B. Regional action

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

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

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

(c) To give leadership in the methods of reporting on the situation of women and in the development

of indicators for assessing the progress made towards the goals of this Plan in conjunction with regional statistical bodies and international efforts to this end;

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

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

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

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

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

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

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

VI. REVIEW AND APPRAISAL

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

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

216. The Plan of Action should also be considered by the regional commissions, the United Nations Development Programme, the United Nations Children's Fund, the United Nations Industrial Development Organization, the relevant specialized agencies and other intergovernmental and non-governmental organizations at their meetings following the World Conference. The discussions and decisions of these bodies concerning the Plan should be submitted to the Economic and Social Council and its relevant functional commissions and advisory bodies (the Commission on the Status of Women, the Commission for Social Development, the Population Commission, the Statistical Commission, the Committee for Development Planning, and the Committee on Review and Appraisal) at their sessions in 1976 and 1977. An item on action on the implementation of the

Plan should be included in the agenda of the sessions of all these bodies at intervals of no longer than two years.

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

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

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

APPENDIX I

RELEVANT INTERNATIONAL INSTRUMENTS

A. United Nations instruments

1. General instruments

Charter of the United Nations
Universal Declaration of Human Rights (1948)
International Covenant on Economic, Social and Cultural Rights (1966)
International Covenant on Civil and Political Rights and Optional Protocol (1966)
Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others (1949)
Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery (1956)

Convention on the Elimination of All Forms of Racial Discrimination (1965)
Declaration on Social Progress and Development (1969)
International Development Strategy for the Second United Nations Development Decade (1970)
World Population Plan of Action (1974)
Programme of Action on the Establishment of a New International Economic Order (1974)
Charter of Economic Rights and Duties of States (1974)

2. Instruments relating specifically to the status of women

Convention on the Political Rights of Women (1952)
Convention on the Nationality of Married Women (1957)
Convention and Recommendation on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages (1962 and 1965)
Declaration on the Elimination of Discrimination against Women (1967)
Programme of Concerted International Action for the Advancement of Women (1970)

B. Specialized agency instruments

1. International Labour Organisation

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

2. United Nations Educational, Scientific and Cultural Organization

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

SHEILA
(whew!)
U

~~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. Hutar 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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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 ^{the}~~your~~ focus is properly on the role of women, both women and men, and our societies as a whole, will be the beneficiary. ^{my hope is that}~~improving the quality of life and hopefully contributing to both the peace and progress of the whole human race)~~ Don't think the last ~~XXXXX~~ sentence is necessary.



THE WHITE HOUSE
WASHINGTON

TO: Kaye Pullen

FROM: Sheila Rabb Weidenfeld

Thanks so much.

*Returned
from Kaye*



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 ^{at law & in fact} for men and women everywhere. We know from our own experience that when women enjoy ^{actual} ~~XXXX~~ equality of rights ^{& responsibilities}, great economic and social progress is made. When women are deprived of ^{such} rights ^{& responsibilities}, 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 ^{role} ~~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 WHITE HOUSE
WASHINGTON

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 ~~people~~ of us. In equality rests the legacy for future generations.



THE WHITE HOUSE
WASHINGTON

The goal of International Women's Year of promoting equality ~~xxxxx~~ is one for which we all must work. It's achievement is important to all. *people.*



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



No mty over weekend

Ms. Haggerty

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

Ans. Barbara White
Following wh - schedule can be
readjusted - the

April 22

Mon. - all member delegations
#-8 130
general debate - status of women

3:00

* ^{date} equality & development

US Delegation introducing
proclamation on equality
& development,

* written like a UN document



recognizing =

The world conference

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

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April 15
Following will be scheduled
rearranged - Mrs.

April 15

Plan - all women delegation
#28 130
General debate - status of women

Size

* Equal to development
* written into a UN document
U.S. delegation
provision on equal
participation

(Pullen)PT

June 18, 1975

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

20

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

follows.

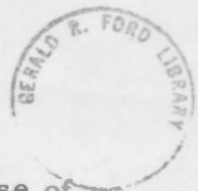
~~try to achieve goals~~
³
~~try to achieve goals~~
The goal of promoting equality between men and women, ^{integrating}
^{is one for us we must all}
^{work.}
~~women into the social and economic development of all nations and recognizing~~
^{is one} Its achievement ^{is important to all}
~~the contributions of women to world peace may not be achieved in~~ ^{of us.}

^{The progress}
International Women's Year. ~~But the progress we make will be a grand~~
^{inequality needs the legacy}
~~legacy for future generations.~~ ^{for future generations}

^{while} Although your focus is ^{properly} on women, your impact ^{will be} will be ^{men as well.} on all people.

8

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.

THE WHITE HOUSE

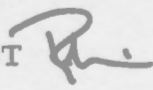
WASHINGTON

June 9, 1975

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
Administrator
Agency for International Development
(Co-Head of Delegation June 19-21)

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

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 IWY 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 Weidenfeld
Press Secretary to Mrs. Ford

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

Enclosure filed in Press office



With compliments
of

ZORA TOMIĆ

Member of the Federal Executive Council and
President of the Federal Committee for Health
and Social Welfare

Tel. 694-315

BEOGRAD



СФР ЈУГОСЛАВИЈА — SFR JUGOSLAVIJA

САВЕЗНИ КОМИТЕТ ЗА ЗДРАВСТВО И СОЦИЈАЛНУ ЗАШТИТУ
SAVEZNI KOMITET ZA ZDRAVSTVO I SOCIJALNU ZAŠTITU
ZVEZNI KOMITE ZA ZDRAVSTVO IN SOCIALNO VARSTVO
СОЈУЗЕН КОМИТЕТ ЗА ЗДРАВСТВО И СОЦИЈАЛНА ЗАШТИТА

FEDERAL COMMITTEE FOR HEALTH
AND SOCIAL WELFARE

Бр.
Бр.
Шт.

September 3 1975 год./год./let.

БЕОГРАД — БЕОГРАД — БЕЛГРАД
Bulevar AVNOJ-a 104, SIV II

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 Tomić

President

Z. Tomić

ENCLOSURE

Miss Sheila Weidenfeld
Press Secretary to Mrs. E. Ford
The White House
1600 Penna. Ave.
Washington, D.C.
U.S.A.

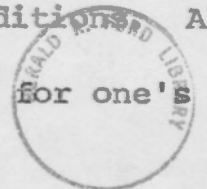


Mexico City
June, 1975.

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 al-

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 Hersegovina 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 1,800.000 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 per cent 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 curriculae 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, aslo 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 childrens' protection is the allowance for children which aproximately 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 selfmanagement 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.

SAVEZNI KOMITET ZA ZDRAVSTVO
I SOCIJALNU ZAŠTITU

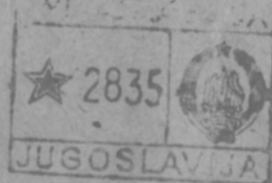
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BEOGRAD

FEDERAL COMMITTEE FOR HEALTH AND

SOCIAL WELFARE

BELGRAD, Bulevar AVNOJ-a 104, SIV II



Miss Sheila Weidenfeld

Press Secretary to Mrs. E. Ford

The White House

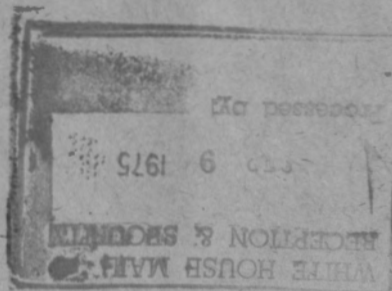
1600 Penna. Ave.

Washington, D.C.

U. S. A.



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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

REPRESENTATIVES

- * 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

ADVISERS

- * Dr. Ruth Bacon- Director, U.S. Center for International Women's Year 1975
- * Muriel M. Berman- Vice-Chairman, Women for Pennsylvania Bicentennial
- * Harrison W. Burgess (Secretary of Delegation)- Bureau of International Organization Affairs, Dept. of State
- * Emily Carssow- Assistant Professor of Law, University of Georgia
- * Catherine S. East- Deputy Coordinator, Secretariat for International Women's Year
- * Gilda Bojorquez Gjurich- Member, National Commission on the Observance of International Women's Year
- * Mary M. Haselton- Bureau of Oceans and International Environmental and Scientific Affairs, Dept. of State
- * Carl Hemmer- Bureau of Population and Humanitarian Assistance, Agency for International Development
- * Shirley Hendsch- Bureau of International Organization Affairs, Dept. of State
- * Marion N. Javits- New York
- * Karen Keesling- Director, Women's Programs, The White House
- * Nira Long- Coordinator for Women in Development, Agency for International Development
- * Mildred K. Marcy- Coordinator for International Women's Year, Dept. of State
- * Morag Simchak- Office of Labor Affairs, Agency for International Development
- * Sally Warner- Bureau of International Organization Affairs, Dept. of State
- * Guy A. Wiggins- United States Mission to the United Nations

U.S. CENTER FOR IWY 1975
1630 Crescent Place, N.W.
Washington, D.C. 20009
(202) 332-1029, x-61

NEWSLETTER NO. 3-75
June 1, 1975



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 Trans-eair 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 firm 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 Food. 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 Luxemburg. 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 - 10¢ and 18¢), or brown or plum (French - fr. 0.60 or .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 Resolution 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 40 sponsors. A new Resolution incorporating many points from the old one and updating it with new material will probably be introduced jointly by Representatives Fraser and Bingham 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

Ruth Bacon
Director

MAY MOVES OVER FOR JUNE, BUT EDUCATION CONTINUES PLANS FOR NEW ACADEMIC YEAR
By Marguerite A. Follett

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 now 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, Georgia:
Emphasizing women scholars, artists and lecturers for all public events;
(Andrea Helms, 404-373-2571)

Albertus Magnus College, New Haven, Conn.
Co-sponsoring, with the League of Women Voters, an International Women's Day in September 1975;
(Florence Jacobson, 203-777-6631)

Alverno College, Milwaukee, Wisconsin
Alverno's Research Center on Women is sponsoring a display featuring women faculty and students from foreign countries;
(Karen Loreck, 414-671-5400)

Bay Path Junior College, Longmeadow, Mass.
Sponsored May 1975 conference "Refocusing Women's Lives", cosponsored by several area banks and businesses;
(Virginia Maruca, 413-567-0621)

Bryn Mawr College, Bryn Mawr, Pa.
Special programs include "Women Workers Week", partly in commemoration of Bryn Mawr's sponsorship of the Bryn Mawr Summer School for Women Workers in Industry (1921-1939); "Women, Power and Politics", session exploring implications of women's increasing political awareness which brought Martha Griffiths, Mary Anne Krupsak, and Barbara Mikulski to campus;
(Nanette Jones, 215-525-1000)

Caldwell College, Caldwell, N.J.: Sponsored lecture series featuring Ms. Nancy Saracusa, President of National Foundation for Business and Professional Women; Ms. Connie Wodruff, Director of International Ladies Garment Workers Union, and others;
(Michele Sciortino, 201-228-4424)

Cazenovia College, Cazanovia, N.Y.
Sponsored three-day conference entitled "Out of the Garden and into the World", arranged by students;
(Carolyn Cooney, 315-655-3466)

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 Baer, 412-446-8200)

College of Notre Dame, Baltimore, Md.
Cosponsoring "Women 1975" with the Maryland Commission on the Status of Women; lecture theme "The Role of Women: Reconciliation and Renewal", mark the convergence of IWY and the Holy Year; speakers include Rep. Linda Boggs, Dr. Hiltgunt Zassenhaus, Sister Margaret Ellen Traxler, Dr. Elizabeth Kuebler-Ross, and Dr. Rita Z. Johnston;
(Sister Kathleen Feeley, 301-435-0100)

Douglass College, New Brunswick, N.J.
Sponsored "Women's Weekend" with Eleanor Riger, ABC sports producer, Warren Farrell, Ingrid Bengis (author of "Combat in the Erogenous Zone"), and Rev. Nancy Whitig, an Episcopalian priest;
(Ruth Scott, 201-932-7084)

Georgian Court College, Lakewood, N.J.
Conferring honorary degree on Loretta Young, citing "as actress and businesswoman, she proves the success of femininity and the femininity of success";
(Sister Mary Cordia, 201-363-5380)

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

Gwynedd-Mercy College, Gwynedd Valley, Pa.
The graduating class has chosen Gwynedd-Mercy alumna Barbara Boyle, businesswoman and founder of Boyle/Kirkman Associates in New York, as commencement speaker and honorary degree recipient;
(Sister Kevin Mary, 215-MI 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.
Sponsored "Women: Update" workshop, with Gloria Steinem as featured speaker;
(Emily Card, 213-462-1301, ext. 237)

Keuka College, Keuka Park, N.Y.
Among events, sponsored faculty workshops on "Interdisciplinary Education of Women", and the Keuka College Conference on Women;
(Marcia Dugan, 315-536-4411, ext. 254)

Mt. St. Joseph-on-the-Ohio, Mt. St. Joseph, Oh.
Preparing series of video tapes, involving students, faculty and administration members of the college community probing Mt. St. Joseph as a women's college;
(Miriam Swanson, 513-244-4723)

Mundelein College, Chicago, Ill.
Sponsored 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 Friedan on "The Women's Movement";
(Jennifer von Pritschyns, 312-262-8100, x-231)

Notre Dame College, St. Louis, Mo.
Sponsored "Feminine Perspectives '75", an ecumenical conference exploring the spiritual dimensions of women, their role of ministering to others, on value clarification, and on changing patterns in family relationships. Sister Margaret Ellen Traxler, SSND, was keynote speaker;
(Marge Polcyn, 314-544-0455)

Randolph-Macon Woman's College, Lynchburg, Va.
During the 1975-76 academic year, will sponsor "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, 804-846-7392)

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;
(Vicki Fields, 518-270-2273)

St. Mary College, Leavenworth, Kansas
Sponsoring two-credit summer Living/Learning Seminar on "Years of Favor: the Holy Year, International Women's Year and the Bicentennial"; conferring honorary degrees on Dr. Elizabeth Sewell, poet, literary critic and educational reformer, who will be the commencement speaker; Mrs. Carol Fox, Founder and Director of the Chicago Lyric Opera Co.; and Dr. Elizabeth Kubler-Ross, physician, psychologist and author;
(Sister Marie de Paul Combo, 913-682-5151)

St. Mary-of-the-Woods College, St. Mary-of-the-Woods, Ind. Has revised IWY calendar to permit monthly salutes to campus women in various disciplines; planning an International Women's Day in October 1975; sponsored photographic essay on "Images of Women", and a "Women in Technology" program highlighting career opportunities in technology; (Noreen Hale, 812-533-2181)

Stephens College, Columbia, Mo.

Will conduct a six-month community-based project focusing on "Roles of Women in American Society, Past, Present and Future", with other members of the Columbia (Mo.) Committee for International Women's Year. Funded by the Missouri Committee for the Humanities, the project will feature development of a slide-sound presentation to be used with community groups in discussions of the role of women; (Helen Smith, 314-442-2211, ext. 427)

Trinity College, Washington, D.C.

Sponsored a series of career opportunity conferences for Washington high school women, speakers including Dr. Elizabeth Tidball, Patricia Sullivan Lindh, and Helen Thomas; (Julie Galdo, 202-269-2243)

Wells College, Aurora, N.Y.

Planning September 1975 conference on "Societal Values and the Legislative Process--Women Speak Out" to probe the contribution of women to politics and public policies; (Judith Regan, 315-364-3311)

Wilson College, Chambersburg, Pa.

Prepared series of 20 public service spots for radio on the theme "Women in History"; spots will be offered to stations locally and regionally; (Charles Burch, 717-264-4141)

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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 counsellors 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 on-going 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 IWY, 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 IWY 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 Role and Contributions as farm women, USDA women employees, and the consumer viewpoint. Panel topics and approximate times will be:

10:00 AM Panel I: In the Beginning, the Seed
11:10 AM Panel II: Transition, Germination and Growth
1:30 PM Panel III: Here and Now the Harvest
2:40 PM Panel IV: Tomorrow What: 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 IWY Salute to Women calendar. IWY 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 agent in New York State and a woman specialist in Oregon's Sea-Grant Marine Advisory Program.

MANY STATE EXTENSION SERVICE HOME ECONOMISTS ARE DEVELOPING IWY PROGRAMS

States are developing IWY 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 IWY 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. New Jersey Family Resource Management Specialist Denise M. Matejic'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 (15¢ each).

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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.

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NATIONAL COMMISSION ON OBSERVANCE OF INTERNATIONAL WOMEN'S YEAR
By Mary Virginia Busby

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 IWY; 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.

We commend the work of the thousands of women and men, in and out of government, whose dedication has brought the Amendment so close to ratification.

As our main commitment to the observance of International Women's Year, we pledge to do all in our capacity to see that the Equal Rights Amendment is ratified at the earliest possible moment. We urge all Americans to join us in this effort.

At the second Commission meeting on May 15, committees were formalized with announcement of committee topics, chairpersons and committee members:

COMMITTEE ON EQUAL RIGHTS AMENDMENT...Co-Chair, Rep. Margaret Heckler and Alan Alda
Members: Senator Birch Bayh, Audrey Colom, Patricia Carbine, Casey Eike, Paula Gibson, Martha Griffiths, Clare Booth Luce

COMMITTEE ON MEDIA...Chair, Patricia Carbine
Members: Alan Alda, Margaret Long Arnold, Helen K. Copley, Richard Cornuelle, Winfield Dunn, Casey Eike, Katherine Hepburn, Barbara Walters, Lenore Hershey

COMMITTEE ON ENFORCEMENT OF LAWS (including Employment, Education, Credit, Housing) ...Co-Chair, Elizabeth Athanasakos, Senator Birch Bayh
Members: Barbara Bergmann, Weston Christopherson, Mary Stallings Coleman, Gilda Bojorquez Gjurich, Velma Murphy Hill, William C. Mercer, Senator Charles Percy, Betty Smith

COMMITTEE ON REPRODUCTIVE FREEDOM...Chair, Gerridee Wheeler
Members: Casey Eike, Paula Gibson, Sister Joel Read

COMMITTEE ON WOMEN WITH SPECIAL PROBLEMS (including young, aging, minorities) ...Chair, Ethel Allen
Members: Margaret Long Arnold, Barbara Bergmann, Gilda Bojorquez Gjurich, Velma Murphy Hill, Ellen Groves Kirby, Annie Dodge Wauneka

COMMITTEE ON HOMEMAKERS (Economic and Legal Status)...Chair, Martha Griffiths
Members: Rita Z. Johnston, Ellen Groves Kirby, Dorothy Vale Kissinger

COMMITTEE ON ARTS AND HUMANITIES...Chair, Rita Z. Johnston
Members: Richard Cornuelle, Katherine Hepburn, Clare Booth Luce, Barbara Walters

COMMITTEE ON INTERNATIONAL INTERDEPENDENCE...Chair, Patricia Hutar
Members: Elizabeth Athanasakos, Helen K. Copley

COMMITTEE ON WOMEN IN POWER...Chair, Honorable Ella T. Grasso
Members: Rep. Bella Abzug, Casey Eike, Winfield Dunn, Hanna Holborn Gray, Ersa H. Posten, Gerridee Wheeler

COMMITTEE ON CHILD DEVELOPMENT...Chair, Audrey Colom
Members: Mary Stallings Coleman, Rep. Margaret Heckler, Sister Joel Read

COMMITTEE ON UN-ILO CONVENTIONS...Chair, Sen. Charles Percy
Members: Patricia Hutar, Velma Murphy Hill

COMMITTEE ON WORKING WOMEN...Chair and membership to be announced



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 grassroots level was expressed often 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 existent sex discrimination. This evaluation should cover admissions practices, financial aid, educational program 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 Allan; and Patricia Hutar.

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.

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CONGRESSIONAL SYMPOSIUM ON INTERNATIONAL WOMEN'S YEAR

By Mary Virginia Busby

A Congressional Symposium on International Women's Year, sponsored by Senator Hubert 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:

PANEL I: THE POLITICAL WOMAN. Focus: Women in increasing numbers and with increasing influence, are participating in the political world. To do so, women must contend with social, economic, and psychological constraints. An examination and understanding of these forces is essential before an equal partnership between men and women in the political world can be achieved.

PANEL II: THE SOCIAL CONTRACT. Focus: Many people feel that existing Federal laws and executive orders are not sufficient to overcome traditional sex discrimination. Panelists addressed the inter-related subjects of health, education, and social service legislation and employment opportunities for women.

PANEL III: WOMEN AND FOREIGN POLICY. Focus: As women participate more fully in domestic aspects of society, it is inevitable that they will become an integral part of the international community. Panelists focused on the role of women in foreign policy decision-making and their unique contributions toward the attainment of world peace.

PANEL IV: IWY WORLD PLAN OF ACTION AND CONGRESSIONAL RECOMMENDATIONS TO THE UNITED STATES DELEGATION. Focus: The World Plan of Action presents guidelines for national action to ensure the total integration of women into societal development. Panelists examined the relevance of this plan to women in the United States.

In a Summary Session, chaired by Patricia Acheson, Symposium Chair, rapporteurs from each panel summarized panel discussions. Recommendations to the 94th Congress concerning Federal legislation affecting women in the U.S. and the U.S. role at the IWY Conference were developed.

Opening Session speakers included; Senator Humphrey, Senator Percy, Rep. Holtzman and Ms. Ms. Helvi Sipila, United Nations Secretary-General, IWY.

Criticism of their being hypocritical was leveled at the United Nations, the U.S. Government, and Congress by both Senator Percy and Rep. Holtzman. In each of these organizations, they said, women's rights are espoused in word - even law - but blockage to these rights becoming a reality takes the form of inadequate funding and monitoring systems, and in perpetuating unequal job opportunities.

Senator Percy noted that only 16 of the 138 UN Member nations have contributed to the IWY Conference to be held in Mexico City in June, and added that in the United States a very inadequate contribution had been made in observance of the Year. He also pointed out that although one-third of all Federal workers are women, only 4.5 per cent of top level employees are women.

Rep. Holtzman observed that in the General Assembly in 1973 there were 180 women delegates compared to 2,369 men, and that there are no women at all on the staffs of 60 percent of the permanent diplomatic United Nations missions.

Calling the final ratification of the Equal Rights Amendment "a necessary prerequisite to the establishment 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."

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The IWY Secretariat and The IWY 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 IWY 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 IWY

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 sanity! 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 IWY may surprise and satisfy you one of these days!

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

BUMPER STICKERS for IWY: Available from the Center. Dark green with white lettering. 7-1/4 X 3-3/4. 25¢ per sticker, 10% discount for orders of 50 or more.

IWY STICKERS: Available from the Center. White background with green lettering. 1 X 1-1/2". \$1 per sheet of 32.

Shipping for both items: 1-5 shts/stkr. .50
6-15 " 1.00
16-25 " 1.50
26-50 " 2.00



INTERNATIONAL
WOMEN'S YEAR
1975

actual size-sticker

THE NATIONAL ARCHIVES: Washington, D.C., in honor of IWY is exhibiting: "Her Infinite Variety: a 200 year record of America's Women". It will open on July 10 and run through September, and will be free to the public. The exhibit is based on government documents and photos reflecting all aspects of women's contributions to the development of our nation. One section is devoted to women's rights. Use the Constitution Avenue entrance between 7th & 9th to arrive at the Circular Gallery.

JOPLIN, MISSOURI: The Center proudly displays a banner donated to it by women of Joplin. The banner was made by Linda Dycus of Webb City, Mo. in connection with a fund-raiser for the ratification of ERA. We thank them for their generosity.

THE WOMAN IN PRISON: The U.S. Bureau of Prisons, Washington, D.C. 20534, has published a booklet entitled: "Female Offenders in the Federal Correctional System"; and the District of Columbia Commission on the Status of Women, Room 204, District Bldg., 14th & E Sts., N.W., Wash., D.C. 20004, has published one entitled "From Convict to Citizen: Programs for the Woman Offender".

CENTER FOR CONTINUED LEARNING: is the place for women in Ohio to start if they wish to explore educational & vocational opportunities or opportunities for community involvement. Programs revolve around the theme "What Can A Woman Do?" Contact: the Center, Bowling Green State Univ., 194 So. Main St., Bowling Green, Ohio 43402.

GIRL SCOUTS OF USA, in their April/May Leader issue gave recognition to the Center's "Doers-Volunteers" month (April). They saluted the thousands of volunteers who have contributed their time and energies to making Girl Scouting a vital part of a girl's growing up years. And regarding the IWY jewelry, they issued the following statement: "It's OK to wear the IWY emblem on your Girl Scout uniform until the end of 1975, and we encourage you to do so!" Right on!

PITTSBURGH: To compensate for Pittsburgh's lack of a feminist-oriented newspaper, the Pittsburgh New Sun presented a special Women's Issue in Jan. in honor of IWY.

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 IWY. The theme used was "The History of Women Since 1776", with a first prize of \$200 going to the winner. In addition to the prize money, the 1st & 2nd prize winners were invited to spend "A Day in the Capitol City". Contact: Betty Barber, N.C. Commission, P.O. Box 2091, 309 Bath Building, Raleigh N.C. 27602.

NATIONAL AERONAUTICS & SPACE ADMINISTRATION: Among other activities for IWY: NASA's Administrator James C. Fletcher issued a support statement on IWY; each of NASA's Centers, as well as Headquarters, plans to sponsor a Federal Women's Program Week during 1975 with IWY being the common thread; a salute to IWY with a full-page ad in ESSENCE'S March issue featuring women in a variety of occupations; a movable exhibit available during F.W.P Weeks entitled: "At NASA, a Woman's Place is---Everywhere"; a "Penny Pamphlet" on careers for women; and a work-conference for all of NASA's FWP Coordinators on May 20-22.

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

ALEXANDRIA COMMISSION ON THE STATUS OF WOMEN: SPONSORED an IWY Book Mark Design, Poetry & Essay Contest with the theme: Contribution of Women. Contact: the Commission in Alexandria, Va.

DEPARTMENT OF DEFENSE: Secretary of Defense Schlesinger proclaimed 1975 as IWY for DOD. Their Women's Week will be held at the end of August; a speakers bank on IWY has been organized; and the Army Library has subscribed to magazines and journals of special interest to women (this is considered a significant breakthrough); 2 memos suggesting that military academies take an affirmative posture towards women applicants, and that, in general, an affirmative posture be taken toward daycare facilities and flexible hours for civilian positions.

TOWSON STATE COLLEGE: planning "Women's Summer 1975" with educational programs organized around the theme of women's roles in the modern world as part of their celebration of IWY. Contact: Office of Corporate & Foundation Programs, Towson State College, Baltimore, Md. 21204.

THE HUACHUCA SCOUT (Newspaper) published in the interest of personnel of Fort Huachuca, Arizona, focused on IWY in their March 6 issue by featuring women in various careers-traditional and non-traditional. The Center received copies courtesy of Lt. Shelley Bennett, Co. I, USAICS #2114, Ft. Huachuca, Ariz. 85613.

CITY FEDERATION OF WOMEN'S ORGANIZATIONS, INC., of Ithica, N.Y., assembled a group of 80 women at Ithica Women's Community Bldg. to investigate the need and desire of the member organizations who support the building to develop plans for IWY. An enthusiastic momentum was established and plans are underway. Contact: Phebe Erdman, CE of WO, The Women's Community Bldg., 100 West Seneca St., Ithica, NY.

CITATION WINNER: Mrs. Pauline Tsui, a member of the Center's Advisory Committee, was a District of Columbia Volunteer Awards Program citation winner on April 22. The award was made by the National Center for Voluntary Action and was presented by Governor George Romney.

AREA SPRING WOMEN'S CONFERENCE: The following is excerpted from a report from Sharon Voss, Project Director, St. Cloud, Minn. "A significant event has occurred in St. Cloud, Minn. 35 cosponsoring organizations joined the Minn. Humanities Commission in celebrating IWY '75 at the AREA SPRING WOMEN'S CONFERENCE FOR IWY, held March 20-22. Over 1200 area women and a dozen

or so men came to the 3-day, free conference which was designed to share information on women's issues, help participants obtain needed skills, and help change women's self-concept to a positive one. Organizations and individuals contributed over \$1200 and a grant for \$4600 was obtained from the Minnesota Humanities Commission to fund the project. Principal evening and luncheon speakers were Dr. Estelle Ramey, Martha Griffiths, Karen DeCrow, and Minn. Secretary of State, Joan Growe. "Outgrowths from the conference include: 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 Minn.'s ratification of the ERA to the state legislators; a newspaper column on women's issues; and an all-day assertiveness training workshop. Also, countless discussions and study group 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 elation.

IOWA COMMISSION ON THE STATUS OF WOMEN: recently received 2 grants: 1) The Iowa Board for Public Programs in 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 Unit", and 2) a Manpower Grant, to study whether or not women workers in Iowa are under-employed in relation to their education, training experience and potential. Contact: The Commission, 300 4th St., Des Moines, Iowa 50319.

AMERICAN AGRI-WOMEN, a national coalition of farm women's 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 Malta, Illinois, AAW will be exhibiting at the Farm Progress Show. Contact: American Agri-Women, 6690 Walker, NW Grand Rapids, Michigan 49504.

NATIONAL COUNCIL OF CATHOLIC WOMEN: in carrying out the Council's commitment of support for the goals of IWY has provided the Council's membership with an information and study kit to encourage participation throughout the country. The closing paragraph of the NCCW statement supporting IWY reads: "Further, since IWY coincides with the Holy Year, NCCW encourages Catholic Women to seek personal holiness with renewed vigor and

witness Christian values in whatever role they perceive as their call from God." Contact: NCCW IWY Kit, 1312 Massachusetts Ave., NW, Wash, DC 20005 (Price of Kit: \$5.00)

UNIVERSITY OF DELAWARE: Offering numerous activities representing a broad spectrum of women's interests. "Emphasis on Women" from April 7-May 3 is a series of lectures, movies, panels, etc., --also offered are courses and workshops for the Spring and Fall semesters. Contact: Mae R. Carter, Div. of Cont. Educ., John M. Clayton Hall, Univ. of Delaware, Newark, Delaware 19711.

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

ILLINOIS IWY CENTER, 53 W. Jackson, #623, Chicago, Ill., 60604: publishes a Newsletter offering suggestions for the observance of IWY, items to buy, and events to participate in, in the Chicago area.

PETOSKEY NEWS-REVIEW is running a series of articles for IWY, written by Berry Bader, designed to bring attention to IWY and to local women who have contributed to the development of their community. Contact: Betty Bader, Petoskey News-review, Petoskey, Michigan 49770.

DEPARTMENT OF THE ARMY: U.S. Dependent Schools, European Area: Dr. Marguerite Milke reports that their Federal Women's Rights Program is promoting equality and indiscriminatory practices for women and girls in their schools. Awareness of sex stereotyping and a critical evaluation of curriculum materials are but a few of the many activities being started. Contact: Dr. Milke, DOA, Mediterranean District-West, APO, NY 09283.

NATIONAL ASSEMBLY OF WOMEN RELIGIOUS: devoted their January issue of PROBE to IWY with articles on women in the Catholic Church, ERA, the Centennial and IWY, the Church and IWY, etc. Contact: The Assembly at 201 East Ohio Street, Chicago, Ill. 60611.

PUBLIC BROADCASTING SERVICE: Showing a series called WOMAN: 6-3-75=Feminist Therapy; 6-10-75=Cosmetic Surgery; 6-17-75=Household Workers; 6-24-75=Women in Policing. All are shown at 9:30 EDT. Check your local public broadcasting stations for times in your areas.

AMERICAN UNIVERSITIES FIELD STAFF: produced six films on the roles of women and the world. Contact: Fieldstaff Films, AUFS, 3 Lebanon St., Hanover, N.H. 03755

SHEILA MAHONY: Ms. Mahony will become executive director of the Urban Institute's Cable Television Information Center on June 9. She has been at the Institute since 1972 where she has served as both general counsel and a regional director for the New England States.

LORAIN, OHIO: The Torch, named in honor of Josephine Preston Irwin who led a parade of 7000 women down Euclid Ave. in Cleveland in 1914 for women's suffrage, will be published bimonthly by and for women of Lorain to focus on local, national, and international activities for IWY. Contact: The Torch, c/o Lorain YWCA, 6th St. & Reid Ave., Lorain, Ohio 44052.

NATIONAL COUNCIL OF NEGRO WOMEN: conducting an International Leaders' Seminar to begin in Mexico City, June 19, during the IWY Conference. The Seminar will travel on to Mississippi for on-site visits of women's development projects, and will conclude in Daytona Beach, observed at Bethune-Cookman College. The focus of the Seminar will be upon self-help projects which contribute to the participation and integration of women in the development of their countries. Contact: Ms. Ruth A. Sykes, NCNW, 1346 Conn. Ave., NW, Suite 832, Wash., D.C. 20036 or Pat Gibson, NCNW, 815 2nd Ave., Suite 901, NY 10017.

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 more philosophical. It is free to Arlington County residents; for non-residents a \$5 registration fee is required. Child care will be provided free, for registered participants. Although the details have hardly been worked out, the staff of the U.S. Center for IWY hopes to be able to communicate with the planners of this Conference while in Mexico City so that participants can be brought up to date on happenings internationally. The dates are June 26 to June 28. Register with, and get more information from Pat Baldi (524-6579) or Peggy Farney (558-2401): Women's Conference Registration, Court House, Room 204, Arlington, Va. 22201.

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
6467 GARDAR ST.
ALEX. VA. 22310
703-971-9141

Michigan within
Michigan State
Flower ~~with~~ Apple
Blossom

Gloria Tooke
Former Asst Secy
of Hrd h1 April
Interim that expires h1 30

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Washington

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PMS MRS BETTY FORD

WHITE HOUSE DC

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 ORGANIZAION FOR WOMEN NEW YORK CHAPTER 47 EAST 19
ST NEW YORK NY 10003
NNNN

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WOMEN'S YEAR
BY PEGGY SIMPSON

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 INDIRI GHANDI OF INDIA, SIRIMAVO R. D. BANDARANAIKE OF SRI LANKA AND ISABEL PERON OF ARGENTINA.

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HELVİ SIPILÄ
JEHAN SADAT



ECHEVERRÍA & WALDHEIM ARRIVING AT WOMEN'S CONFERENCE



IMELDA MARCOS
LEAH RABIN



Time June 30, 1975 THE SEXES

Ms. v. Macho in Mexico

Standing stiffly on the flag-draped dais in Mexico City's Olympic Gymnasium was a small platoon of male bigwigs, including United Nations Secretary-General Kurt Waldheim, Mexican President Luis Echeverría and various other officials. Down on the floor, masses of women draped in saris, *ao-dais* and other colorful garb listened more or less attentively as the men spoke. That strange beginning for a conference on women marked a meeting that is supposed to be the biggest of its kind in history—the centennials of the U.N.'s

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

Western women discuss issues like equal pay for equal work and the need for adequate day-care centers. Sounding 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. extravaganza. Australian Author Germaine Greer (*The Female Eunuch*) has denounced it as "an extension of Madison Avenue feminism" set up as if the objective were to have poor women farm workers "lay down their hooves and light up a Virginia Slim." Ms. Editor Gloria Steinem ar-

N-11

NEWS

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)



AMERICAN NEWSPAPER WOMEN'S CLUB
1607 22nd Street, N.W.
Washington, D. C. 20008

***** IWY -- MEXICO CITY REPRISE *****

Key delegates from the UN Conference and Tribune
will tell us all about what happened in Mexico City
during the recent two-week meeting.

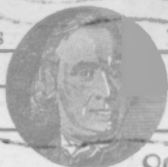
DATE: Wed., July 16 TIME: 6:30 - 8:30 p.m.
PLACE: Club House COST: \$5.00 (cocktails, buffet)
REPLY: Jean Lavinder--332-6770 by July 15th.

Co-Chairpersons: Virginia Allan and Barbara Estabrook



Samuel Adams

Patriot



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Mrs. Sheila Rabb Weidenfeld
Press Secretary to Mrs. Ford
The White House
Washington, D.C. 20500

N-17

NEWS

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)





Interview With Joan Huber,
Professor of Sociology



LIBERATED How They're Changing

Q Professor Huber, how is our society going to be affected by the changing relationship between the sexes—the drive to eliminate differences in the roles of men and women?

A I'll tell you the kinds of changes that undoubtedly are in the offing. For one thing, in my grandparents' day most men didn't want their wives to work, and women only worked if they were poor or the family needed the money. All of a sudden it's become normative for married women with children to work and for men to love to have their wives work. Families like those double incomes.

The fact that the wife is expected to work has all kinds of consequences because it makes her independent of her husband. It means that in case of a divorce, or something like that, she could take care of the children somewhat better than in the past.

Q Why is this happening?

A I see all of this in terms of industrialization and technological change. I don't see anything very mysterious about it. Only within the lifetime of people now alive has technology improved the method of infant feeding so much that the life of a little baby no longer crucially depends on the fact that its mother will nurse it.

What this has done, in effect, is to erode one of women's major functions. The average American woman now has two kids—something like that—and the youngest is born when she is 27. So when she's 33 she is free to do something else rather than be tied down feeding her children.

That is one big change. Another coming along at the same time is the participation of women in the labor force. What this means to the family is that mamma is no longer as dependent on papa. And that has profound implications for the way we have structured our whole social world.

Q In what 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 smile, to be nice to the man—that kind of stuff—because it's very functional if a woman is going to be economically dependent. Her only 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 catch a husband.

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 must understand that this is a crystal-ball kind of prediction.

A social revolution is transforming the traditional roles of American women as homemakers and men as breadwinners. Wives and mothers—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 "demasculinized" 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 for the same reason that fertility has declined in the last 150 years—because the males, particularly the more educated and those in the upper classes, perceived the fact that children were economic liabilities. You see, with both men and women working, a couple can have a really smashing life if they don't take mamma out of the labor market to rear the kids.

The Government hasn't yet quite waked up to the fact that the burden of rearing kids probably will fall on fewer and fewer families as young people increasingly remain childless. The couples who have children may question why they are saddled with the economic burden.

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 that added cost of sending their children to Harvard. We could extend the kindergarten system down to age 2 or 1 or even lower.

There are all kinds of things the Government could do to spread the economic burden of rearing children and to make it more attractive to people.

Q People still regard as natural the role of father as breadwinner and mother as broodkeeper. Are we tinkering with something that could harm coming generations?

A No, there's nothing natural about it. The only difference between men and women that makes a difference is that no man can bear a child. But there are no data showing that the ability to bear a child is related to the ability to be a good mother. If it were, we wouldn't have any bad mothers. There are no data to make us believe that men are naturally breadwinners and women are naturally nurturant.

Q How are these changes in the relationships between men and women going to affect today's children?

(continued on page 48)

WOMEN American Life

Two Views



Interview With Urie Bronfenbrenner,
Professor of Human Development

From two authorities on social development in the U.S. come answers—surprisingly different in many ways—to the questions sparked by the movement toward "unisex."

Joan Huber, professor of sociology at the University of Illinois at Urbana-Champaign, speaks from the vantage point of a scholar specializing in the study of sex roles. She is actively involved in the women's movement.

Urie Bronfenbrenner, professor of human development and family studies at Cornell University in Ithaca, N.Y., speaks as one of the country's leading experts on the problems of children and the family in American society.

Q Professor Bronfenbrenner, what is behind the movement toward "unisex" in this country—the drive to eliminate differences in the roles of men and women?

A At the most obvious level, there is the justifiable rebellion of women against the situation in which they are placed—the fact that the world of work, of politics, of power outside the family has been closed to women, or open to them only as second-class citizens. I favor the effort of the women's movement to break down these barriers, which are unethical and, I think, unhealthy for the society.

But I think it is most important to understand that this is part of a wider phenomenon in our society: the fact that we are giving less status than ever to parenthood in this country. It's becoming increasingly difficult to be a parent. In fact, you're discouraged from being a parent. You're encouraged to do other things. Above all, you're encouraged to "do your own thing" and to fulfill your potentialities.

Q What is it that is encouraging women to get out of the home to "do their own thing"?

A There are many answers to that question but, certainly, a major factor has been the behavior of my own profession of psychology. One of the most important contributors to this trend has been psychologists with their emphasis on such things as sensitivity training, the notion of self-fulfillment, existentialism, the pleasure of the moment. The whole emphasis in American psychology and clinical practice in recent years has been on self-fulfillment and self-gratification. "Don't stay in it if it's tying you down." "Let it all hang out." "Don't let it cramp your style." All of these kinds of things.

Q Is this movement toward unisex going to make for happier women?

A It's clear to me that it's going to make for unhappier women. But let me say again that, in my view, the movement toward unisex is the result of a wider phenomenon in our society that is going to make not only for unhappier women, but also men, children and old people.

Q Then you don't share the view of some sociologists who

maintain that women are bound to enjoy liberation from a kind of slavery of the past—

A Women will not achieve liberation if what they aspire for are the values and the behaviors of the men who have been locking them out of the man's world. Not long ago I was at a meeting of a large advertising conference at which a leading woman executive told everybody: "Look, we women can outsell, outmaneuver, outdo men at their own game. We can fool more people than you can fool."

That's what I see as a dangerous trend. If women sell out to the male values, to the values of a power-oriented male society—that I think is a snare and a delusion.

Q How does this affect the role of women in the home as mothers?

A The most important impact on the family stems from the fact that we have opened the door a crack to enable women to enter the world of business, politics, science and the rest, but we have left the world of work still defined in male terms.

Q In what sense?

A Well, whether you're a woman or a man, if you're going to enter the world of work, you must work 9 to 5; you must be ready to work overtime, and you must be prepared to work full time.

That means that your position as a family member gets no support whatsoever and, therefore, it becomes increasingly difficult to function as a parent. That is why a lot of people are unwilling to assume the responsibility of parenthood—which explains our declining birth rate and the skyrocketing rates of divorce and separation.

Q So the woman is under pressure to become involved outside the home as much as the father—

A That's right. And it isn't that the father is being told that he should get back in the home and fill the gap left by his wife. No, he's supposed to work full time, too.

Q Then it's not a matter of men and women swapping roles, but rather of the parental role disappearing—

A I think that would be a fair statement. Let me give you an illustration of how the situation is handled elsewhere:

Sweden recently passed a law that if a child was ill, the parents could take leave from their jobs—with the father required to take half of the leave and the mother the other half. The mother couldn't take it all. Here is legal recognition that kids need both their parents.

Q Are men going to lose their drive for success?

A Yes—but, again, I don't think it's going to happen just for men. You undoubtedly are aware that achievement-test scores have been dropping during the past 10 years, and the

(continued on page 49)

NY Times - 7/4/75

The Women Head Home

*Armed With Conference's 10-Year Plan
They Must Promote It on National Level*

By JUDY KLEMESRUD

Special to The New York Times

MEXICO CITY, July 3—The 10-year plan of action unanimously adopted at the International Women's Year World Conference here will probably benefit women from the devel-

oping nations more than women from the industrialized world—if it benefits anybody at all.

The United Nations-sponsored 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

graph, stressing that facilities for children are "of vital importance in promoting of equality between men and women."

Several Western-sounding concerns were disapproved or dropped from the plan, including references to "sexism," "legal aid," and a statement that "men must accept equal responsibility for home and children."

Among the more interesting ideas that emerged from the two-week conference were the possibilities of an institute for women that would study their problems on a worldwide scale

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

By Dorothy McCardle

Lisa Sergio, Washington author and radio commentator, is just back from the International Women's Year Con-

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."

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 var-

have gotten a lot farther up the ladder of success than catching up with the boys in baseball," said Miss Sergio.

fastened. The President had a special word for each new envoy. From Ferenc Esztergalyos, who comes from Hungary, President Ford received a protocol letter bound in red. The

Mary Brooks, director of the Mint, into circulation some new Ken half dollars.

She sold \$10 worth to the stewards on her United Airlines plan

BY PEGGY SIMPSON

MEXICO CITY (AP) -- THE CHIEF OF THE UNESCO DELEGATION TO THE WOMEN'S CONFERENCE ASKED TODAY FOR AN INTERNATIONAL PROBE OF WHAT SHE CALLS THE TORTURE AND FORCED PROSTITUTION OF YOUNG WOMEN IN MANY COUNTRIES.

MARIE PIERRE HERZOG -- WHO IS STYLED "MS." IN THE UNITED NATIONS ROSTER -- SAID THE DIRECTOR OF THE U.N. ORGANIZATION FOR EDUCATION, SCIENCE AND CULTURE, AHMADOU MAHTAR M'BOW, RECENTLY MADE AN OFFICIAL COMPLAINT OF "THIS SCANDALOUS PROBLEM."

M'BOW CHARGED THAT MEN ARE ROUNDING 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 INFLICTED 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 AN EXAMPLE.

MS. HERZOG SAID OTHER FORMS OF ALLEGED TORTURE INCLUDE USING POLICE 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."

46-26-75 19:12EDT

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WOMEN

BY PEGGY SIMPSON

MEXICO CITY (AP) -- THE INTERNATIONAL WOMEN'S CONFERENCE BEGINS DEBATE TODAY ON A 10-YEAR BLUEPRINT TO PROMOTE EQUALITY FOR WOMEN BY SUCH MEASURES AS PROHIBITIONS ON FORCED CHILD MARRIAGES, EQUAL ACCESS TO EDUCATION AND THE SHARING OF HOUSEHOLD DUTIES TRADITIONALLY RESERVED FOR WOMEN.

THE PLAN CLEARED COMMITTEE MONDAY WITH ONLY DELEGATES FROM THE VATICAN AND CHINA EXPRESSING RESERVATIONS.

DEMANDING AN END TO RESTRICTIONS ON THE EDUCATION AND TRAINING OF WOMEN, THE DOCUMENT SAID ILLITERACY AND GENERAL IGNORANCE CAUSE "VICIOUS CIRCLES OF UNDER-DEVELOPMENT, LOW PRODUCTIVITY AND POOR CONDITIONS OF HEALTH AND WELFARE."

IT CHARGED THAT OF AN ESTIMATED 800 MILLION ILLITERATE PEOPLE IN THE WORLD, 500 MILLION ARE WOMEN.

NOTING THAT IN MANY PARTS OF THE WORLD ONLY ONE OUT OF THREE BIRTHS TAKES PLACE WITH ANY MEDICAL ASSISTANCE, EVEN OF A TRAINED MIDWIFE, THE BLUEPRINT WOULD ENCOURAGE GOVERNMENTS TO INVOLVE WOMEN IN HEALTH-DELIVERY SYSTEMS AND TO TRAIN SOME OF THEM AS PARAMEDICS.

THE DOCUMENT ASKS FOR A WIDE ARRAY OF PROGRAMS TO INTEGRATE WOMEN INTO ALL ASPECTS OF SOCIETY, INCLUDING THE JOB MARKET AND POLITICAL POLICY MAKING.

THE PLAN SAYS THE OBJECTIVE IS TO DEVISE STRATEGIES TO ACHIEVE A SOCIETY "IN WHICH WOMEN PARTICIPATE IN A REAL AND FULL SENSE IN ECONOMIC, SOCIAL AND POLITICAL LIFE."

THE DOCUMENT STRESSES THE NEED TO CHANGE PREVAILING ATTITUDES TOWARD WOMEN, TO EVALUATE WOMEN ON THE BASIS OF REAL ABILITIES "RATHER THAN ON THE BASIS OF DEEPLY INGRAINED SEX STEREOTYPES" AND TO ELIMINATE TEXTBOOK AND MEDIA DISTORTIONS OF WOMEN'S ROLES.

THE DOCUMENT DOES NOT MENTION ABORTION, BUT IT SAYS WOMEN SHOULD HAVE THE RIGHT "TO DECIDE FREELY AND RESPONSIBLY ON THE NUMBER AND SPACING OF THEIR CHILDREN AND TO HAVE ACCESS TO THE INFORMATION AND MEANS TO ENABLE THEM TO EXERCISE THAT RIGHT."

7-31-75 13:15EDT

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

bin 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

to do with International Women's Year."

American feminist Betty Friedan charged that the conference was characterized by a "callous manipulation of women by their governments,

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WOMEN

BY PEGGY SIMPSON

MEXICO CITY (AP) -- MORE THAN HALF THE DELEGATES AT TUESDAY NIGHT'S 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 MRS. SADAT SAID SHE

"COULDN'T SIT DOWN WITH A LADY WHO IS OCCUPYING ARAB TERRITORY."

SOME ARAB DELEGATIONS ARE REPORTED TRYING TO LINE UP SUPPORT FOR A CONFERENCE RESOLUTION CONDEMNING ISRAEL FOR ITS CONTINUED OCCUPATION OF ARAB TERRITORY. BUT OTHER THIRD WORLD DELEGATES REPORTEDLY OPPOSE STARTING A CONTROVERSY SO FAR REMOVED FROM ISSUES OF WOMEN'S RIGHTS.

IN HER SPEECH, MRS. RABIN SAID THE TRADITION OF SEX EQUALITY RUNS DEEP IN ISRAEL AND IS REFLECTED IN THE COUNTRY'S LAWS AND CUSTOMS.

36-25-75 11:51EDT

U.N. Meeting Stirs Feminists' Anger

By Marlise Simons

Special to The Washington Post

MEXICO CITY, June 20—

"This is our conference," said Australian delegate Elizabeth Reid, concluding her speech yesterday, and for that she got a rousing applause.

"Right on, for it hasn't been up to now," said a female diplomat in the audience. "This was our chance to show leadership but the



Marcos, the Philippine first lady has been dismissed as "mostly mellifluous." The stylish Mrs. Marcos spoke in defense of "the mystique of the Oriental woman," her delivery well-timed for applause. She and her entourage of elegant Philippine women have quickly been baptized "the iron butterfly squad." Although New Zealand feminist Germaine Greer sniffed "A rich wom-

tion of a research institute on women, to be built in Tehran.

"Who does she think she is," said the head of a West European delegation. "I call that outright vote buying."

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

attending the meetings here feel that they are not adequately represented by their government's delegations. The most fervent protests have come so far from the Americans and the Japanese.

At a panel discussion yesterday, Japanese women shouted insults at their official delegation. Yayori Matsui from Tokyo explain-

U.S. GROUP ASSAILS WOMEN'S PARLEY

N.Y. Times - 6/22/75

Feminists at Conference in
Mexico Complain That It
Ignores Real Issues

By JUDY KLEMESRUD

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

U.S. GROUP ASSAILS WOMEN'S PARLEY

Continued From Page 1, Col. 4

Year conference is being run.

A few minutes earlier, Miss De Saram 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, is a woman—Patricia Hutar of Chicago. Mr. Parker is administrator of the United States Agency for International Development.

Betty Friedan, whose spoke at the opening-day of the Tribune yesterday, complained that all of the power at the gathering here seemed to lie in the official United Nations conference.

"All we do at the Tribune is make speeches," she said,

THE NEW YORK TIMES, SATURDAY, JUNE 21, 1975

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 view of third world leaders that a redistribution of the world's wealth and power was a prerequisite in the quest for female equality with males.

Mrs. Patricia Hutar, the United States delegate, said that

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 redress the balance."

This view was also expressed by Dr. Shieley Summerskill, head of the British delegation

and independence, their position often reverts to subservience when independence is gained.

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

Prime Minister Bandaranaike said that she thought peace and

Mrs. Rabin Attending Women's Conference

Mrs. Yitzhak Rabin, whose husband is prime minister of Israel, will be in Mexico City June 19 for the opening

women. But there has been one change, she said. Women are trained to handle guns, but they no longer shoot them including Mrs. Henry Kissinger, attended.

NEW YORK TIMES 6/24/75

Women's Parley Bogged Down Amid Global Disputes

By JAMES P. STERBA

Special to The New York Times

MEXICO CITY, June 23—
National grandstanding, re-

play" in which political bickering has submerged major unifying feminist issues.

By far the largest group of

in Xilonen, the unofficial newspaper of the conference: "The conference got off to a bad start and the women who are

Amid' constant pleas for unity, basic division and conflicts have been the order of the first three days

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 get it together at an international conclave 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 irresistible to edit other people's copy."



Gloria Steinem

... "I am very skeptical that it will bring about actual physical changes in the living conditions of women. The World Plan just has no teeth."

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,



Jewel LaFontaine

... "Just keep hammering at the walls on the fact that women do exist and they do have problems."

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's 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



Jill Ruckelshaus

... "Finding common language was complicated by the widely different cultures in many of the 133 nations represented at the conference."

there is a world-wide women's movement of some description, said Mildred Marcey, 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 young black woman looked the journalists coldly in the eye. "This whole conference is a farce, and you know it! The U.S. delegation doesn't represent me. Out of 35 delegates, only two are black, and they come from the State Department."

"I am not black, I am Latin American," a short, chubby reporter interrupted. "But I am also illegal U. S. alien, lesbian and writer for European newspaper, so maybe I be objective." Friendly laughter rippled among the cluster of onlookers. "I have vun question. Are you first black, or are you first *voo-man*?"

"Black," the American responded sullenly.

"You in wrong place, baby," retorted the Latin woman. "Leave black home, leave country home, come here as *voo-man*!"

A Broad Range of Problems

Unfortunately, far too few women attending the United Nations International Women's Year Conference in Mexico City had come primarily as females. The lofty goal of the convocation was to create a 10-year World Plan of Action to help solve a broad range of problems affecting the status of women everywhere, but the overwhelming majority of the delegates had packed personal, organizational, nationalistic, racial and ideological axes into their suitcases along with their 10-page tourist dictionaries and

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 130 nations.

bottles of Lomotil. In fact, their femaleness often seemed completely irrelevant to their intentions.

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 power bloc grew increasingly apparent as the public polemics become more vitriolic and the caucus intrigues 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 unending barrage of accusations that they were manipulating the conference to their own "effete" bourgeois 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 disenchanted. "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.'"

Delegate 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

Please Turn to Page 8, Col. 1

Star - 6/21/75



United Press International

Kurt Waldheim, UN Secretary General (left) greets Mrs. Anwar Sadat, wife of the President of Egypt, as she arrives to speak at the second session of the World Conference on Women, in Mexico City.

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

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.

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.

(WOMEN)

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 ON 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.

MS. 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 07:27 PED

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MRS. FORD-IWY

WASHINGTON (AP) -- FIRST LADY BETTY FORD IS DEFINITELY NOT GOING TO ATTEND THE INTERNATIONAL WOMEN'S YEAR CONFERENCE IN MEXICO CITY JUNE 19-JULY 2, 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 IWY 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 15:38EDT

Wash. Post 7/14/75

No 'Ho-Hum' Women's Conference

By Dorothy McCardle

Despite the allegedly "ho-hum" reports of the International Women's Year

Hotel under the overall question: "Was the conference a fiasco or a feminist triumph?"

Jill Ruckelshaus, head of the National Commis-

enormously significant event. It must have inspired women from all over the world. The conference was a very significant step for women."

Patricia Hutar, head of the U.S. delegation to Mex

lawyer and activist in the women's movement, added that she felt the conference gave the women delegates "a feeling for the first time that the movement is legitimate."

"After all, the women did

Los Angeles Times
Opinion

Interpretation

Background

Editorials

PART IV

SUNDAY, JULY 6, 1975

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 around the world. At the same time, 5,000 other women would gather at a U.N.-sponsored but unofficial tribunal to discuss women's rights at seminars.

Stanley Meisler is The Times correspondent in Mexico City.

But the formula didn't work. The

speaking on different wavelengths, talking past each other.

At the tribunal, for example, Friedan declared that there was "no reason for women to confine themselves to breeding" and that "neither the state nor any man shall have the right to make a woman have a baby against her will."

She called for a "restructuring of the professions and of the home and of the family on the basis of equality." And, she added, by sharing, she did not mean that "the man makes the salad dressing while the woman cleans up the whole house."

Friedan said that women throughout the world had started "to confront the conditions of their own life and assert their power."

At about the same time, Imelda Marcos, wife of the president of the Philippines, was addressing the official conference. Her speech stressed the needs of economic development, but it also was sexist for it used



At Women's Parley, Gala Sootl



The New York Times/Peter L. Gould
Leah Rabin, who said she was willing to talk to Jihan el-Sadat.

Special to The New York Times

MEXICO CITY, June 21 —Even if nothing earth-shaking comes out of the world's first conference on women's rights, the delegates will still have something to tell the folks about back home: President Luis Echeverría Alvarez's opening night party in the National Palace.

It was, as they say, some party. 2,300 persons, among them,

the cement floor was covered with a thick bed of fragrant pine needles. It was a night when the well-publicized animosities here between Western women and their career interests and Third World women and their struggle for survival were momentarily forgotten.

Which is not to say that everything was peachy. Jihan el-Sadat, First Lady of Egypt, was still not talking to Leah Rabin, First Lady of Israel. Whether the two women who head their

hands with President and Mrs. Echeverría, Mr. Waldheim and Helva Sipila, secretary general of the conference.

Mrs. Echeverría, 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 Chu, and the delegates from North Vietnam, Lê Thi Xuyen, walked through the receiving line side

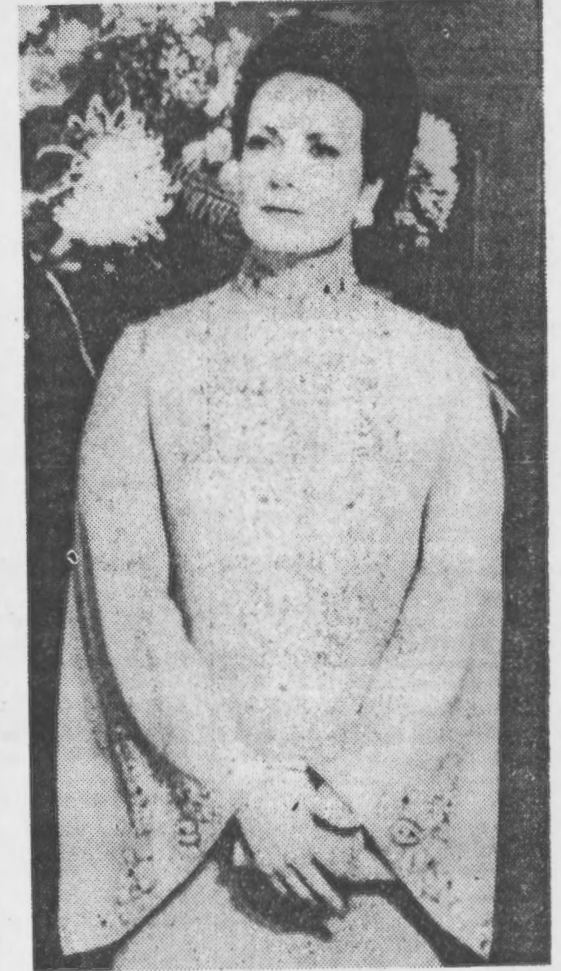


Receiving line eliminate for women's conference: From left, Helvi Sipila, secretary general of conference; a translator; Mexican President

ies Animositities—Some, Anyway



t, Estefania Aldaba-Lim of Philippines; Helvi Sipila, secretary general of conference; a translator; Mexican President Luis Echeverría Alvarez; Imelda Marcos greets Mrs. Echeverría.



Mrs. Sadat, who said she still wasn't willing to talk to Mrs. Rabin.

\$1-million if 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 Sirimavo Bandaranaike of Sri Lanka, who was said to be miffed that she and other heads of delegations had not been introduced at Thursday's opening session. She is the only female head of government in attendance here.

One table away, a woman in a Mexican peasant costume stopped by Valentina V. Nikolayeva-Tereshkova of the Soviet Union, the world's first woman cosmonaut 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 scoop-necked, high-sleeved native costume; Li Su-wen, the

about "the new economic order" that President Echeverría had strongly espoused at the conference's opening session, saying it might not be so bad after all.

Elaborate—and Expected

Supporters of the "new economic order" call for a redistribution of the world's wealth and material resources. One facet of this program would sanction the expropriation of facilities such as copper mines and oil wells that multinational corporations had built in

N.Y. Times 6/4/75

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

By KATHLEEN TELTSCH

Special to The New York Times

UNITED NATIONS, N. Y., June 3—International Women's Year is beginning to resemble those hard-sell promotional campaigns that are supposed to motivate consumers to buy more doughnuts in October because it's doughnut month or purchase sauerkraut and pretzels during their special weeks.

Just about every government has issued a stamp or a proclamation. The pro-feminists have staged pageants and

expressed interest in attending, which is not the same as deciding to send a delegation, and only one—Saudi Arabia—has rejected the invitation.

However, Helvi Sipilä, the Assistant Secretary General who will direct the conference, manages to sound earnest and confident that all will go well despite some worries over finances.

The United Nations budgeted \$3-million for its population conference in Bucharest last year, but only \$350,000 for Mexico, a fair indication that it is not a key issue in government minis-

The State Department gave it \$40,000 for this year's budget, figuring this would be "seed" money while expecting support from foundations that never materialized. The costs have been met by selling jewelry bearing the I.W.Y. emblem.

Will the conference jell or will it be a series of polemical speeches and political splits? Will women from the industrialized countries concentrate on their own items of interest — bias against women in careers and politics — and will they be unsympathetic to wo-