



THE DEPARTMENT OF STATE BULLETIN

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U.N. WORLD CONFERENCE OF THE INTERNATIONAL WOMEN'S YEAR
HELD AT MEXICO CITY

*Statements by U.S. Representative Patricia Hutar,
Texts of U.S.-Sponsored Resolutions, and
Text of World Plan of Action 233*

THE OFFICIAL WEEKLY RECORD OF UNITED STATES FOREIGN POLICY

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U.N. World Conference of the International Women's Year Held at Mexico City

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.

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 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

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.

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 organi-

zations 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 disarmament negotiations should be directed toward general and complete disarmament under strict international control. It is our pro-

found 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.

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,

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.

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

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.

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

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.

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 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,

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.

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,

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 dis-

criminary 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 Institute ⁷

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

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

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 Development ⁸

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 Interna-

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.

tional Development Strategy for the Second United Nations Development Decade, which included among its objectives the full integration of women in the total development effort,

Recalling also that in resolutions 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,

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 delegations 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

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.

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 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 implementation 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

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."

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.

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 employment 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 second-

ary 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 international instruments and resolutions of the United Nations bodies which deal with the condition of

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.]

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 mul-

tisectoral 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 with-

out 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 estab-

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

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

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 housework and other domestic chores, handicrafts and other home-based economic activities;

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

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

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

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

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

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 pro-

cedures 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)

Apollo and Soyuz Crews Commended by President Ford Before Liftoffs

Following is the text of a message from President Ford on July 15 to Apollo crew members Brig. Gen. Thomas P. Stafford, Donald K. Slayton, and Vance D. Brand and Soyuz crew members Aleksei A. Leonov and Valery N. Kubasov prior to the launching of their spacecraft.

Weekly Compilation of Presidential Documents dated July 21

To the Soyuz and Apollo Crews:

In a few short hours, you will be opening a new era in the exploration of space. Although others have gone before you, you will be blazing a new trail of international space cooperation. Never before have representatives of two countries lived and worked together in space. It is an historic occasion. I know you are proud to be playing such an important part in it.

As you make your final preparations for launching, I cannot help but think how far we have gone in space in such a short period of time. Less than two decades ago, Yuriy Gagarin and then John Glenn orbited the earth, realizing the dreams of [Konstantin E.] Tsiolkovsky, [Robert H.] Goddard, and others who believed firmly that man could fly in space. Six years ago next Sunday, Apollo 11 brought the first men to the moon. This mission was followed by that of the Soviet automatic vehicle Lunokhod. Both brought back samples of the moon's surface, as a result of which our knowledge of earth's closest neighbor has expanded considerably.

Your flight represents another stage in man's efforts to further his understanding of his environment. It has already demonstrated something else—that the United States and the Soviet Union can cooperate in such an important endeavor. Since the Apollo-Soyuz project was agreed to three years ago, crews, scientists, and specialists of both countries have worked diligently and productively and in a spirit of cooperation to bring us to where we are today. I am heartened by the example

of dedication and cooperation you have displayed. I am confident your efforts and example will lead to further cooperation between our two countries.

The peoples of the world will be following your flight and epic joint mission with interest and enthusiasm. On behalf of the American people, I commend you for your courage and vision and wish you Godspeed and good luck.

Portugal To Receive U.S. Aid for Low-Cost Housing Program

AID press release 62 dated June 30

Portugal and the United States have signed a \$13.25 million housing development loan. The United States, through the Agency for International Development, is also making available a \$20 million housing development investment guaranty. The Portuguese Government is investing \$150 million.

Low-income families in various parts of Portugal, now living in inadequate slum housing, are expected to benefit from the jointly financed program. About 10,000 housing units for low-income families will be constructed over the next two years in the cities of Almada, Oeiras-Zambujal, Aveiro, and Porto-Viso. Most of the new housing will consist of multistory walkup buildings with apartments of various sizes. Included in the plans is provision for recreational areas and space for educational and community services.

The Government of Portugal estimates that 500,000 new housing units are needed to insure that all families are adequately housed. In Lisbon, a city of nearly 800,000, it is estimated 40,000 to 50,000 units are needed.

The AID development loan agreement was signed on June 30 at the Foreign Ministry in Lisbon by Herbert S. Okun, U.S. Chargé d'Affaires, and the Portuguese Minister of Finance, Jose J. Fragoso. Minister of Foreign Affairs Ernesto Melo Antunes attended the ceremony.

The housing investment guaranty is part

of an AID program under which about \$700 million worth of housing has been financed using U.S. Government guaranties of loans from commercial sources.

The AID housing development loan is repayable in 25 years, with an initial grace period of five years. The interest rate is 5 percent throughout the life of the loan.

Last February AID and the Portuguese Government signed an agreement for \$1.75 million to finance technical assistance and training in a variety of development fields.

Oil Pollution Liability Legislation Transmitted to the Congress

*Message From President Ford*¹

To the Congress of the United States:

I am transmitting today proposed legislation entitled the "Comprehensive Oil Pollution Liability and Compensation Act of 1975."

This legislation would establish a comprehensive and uniform system for fixing liability and settling claims for oil pollution damages in U.S. waters and coastlines. The proposal would also implement two international conventions dealing with oil pollution caused by tankers on the high seas.

I consider this legislation to be of high national importance as we seek to meet our energy needs in an environmentally sound manner. Those energy needs require accelerated development of our offshore oil and gas resources and the increased use of tankers and deep water ports. This proposal would provide a broad range of protection against the potential oil spills necessarily associated with these activities.

In recent years, we have taken significant steps to limit and control oil pollution in the waters of the United States. Yet, in 1973 alone, there were 13,328 reported oil spills totalling more than 24 million gallons. One-third of the oil spilled is from unidentified sources, where compensation cannot be ob-

¹ Transmitted on July 9 (text from White House press release).

tained under existing law. The ability of claimants damaged by spills to seek and recover full compensation is further hampered by widely inconsistent Federal and State laws. Various compensation funds have been established or proposed, resulting in unnecessary duplication in administration and in fee payments by producers and consumers.

This legislation would help protect our environment by establishing strict liability for all oil pollution damages from identifiable sources and providing strong economic incentives for operators to prevent spills. Equally important, the bill will provide relief for many oil-related environmental damages which in the past went uncompensated. For example, State and local governments will be able to claim compensation for damages to natural resources under their jurisdiction.

This legislation would replace a patchwork of overlapping and sometimes conflicting Federal and State laws. In addition to defining liability for oil spills, it would establish a uniform system for settling claims and assure that none will go uncompensated, such as in cases where it is impossible to identify the source of the spill. The legislation provides for a fund of up to \$200 million derived from a small fee on oil transported or stored on or near navigable waters.

This legislation would also implement two international conventions—signed in 1969 and 1971—which provide remedies for oil pollution damage from ships. These conventions provide remedies for U.S. citizens under many circumstances where a ship discharging oil that reaches our shores might not otherwise be subject to our laws and courts. Protection of the international marine environment is basically an international problem since the waters, currents, and winds that spread and carry ocean pollution transcend all national boundaries.

In proposing implementation of the conventions, I am mindful of the fact that the Senate has not yet given its advice and consent to either of them. I urge such action without further delay. The 1969 convention came into force internationally on June 19, 1975, without our adherence, and the con-

tinuing failure of the United States to act on such initiatives may weaken or destroy the prospects of adequate international responses to marine pollution problems.

GERALD R. FORD.

THE WHITE HOUSE, *July 9, 1975.*

Tax Convention With Iceland Transmitted to the Senate

*Message From President Ford*¹

To the Senate of the United States:

I transmit herewith, for Senate advice and consent to ratification, the Convention signed at Reykjavik on May 7, 1975 between the Government of the United States of America and the Government of the Republic of Iceland for the Avoidance of Double Taxation and the Prevention of Fiscal Evasion with Respect to Taxes on Income and Capital.

There is no convention on this subject presently in force between the United States and Iceland.

The Convention follows generally the form and content of most conventions of this type recently concluded by this government. Its primary purpose is to clearly identify the tax interests of the two countries so as to avoid double taxation and make difficult the illegal evasion of taxation.

I also transmit, for the information of the Senate, the report of the Department of State with respect to the Convention.

Conventions such as this one are an important element in promoting closer economic cooperation between the United States and other countries. I urge the Senate to act favorably on this Convention at an early date and give its advice and consent to ratification.

GERALD R. FORD.

THE WHITE HOUSE, *July 8, 1975.*

¹ Transmitted on July 8 (text from White House press release); also printed as S. Ex. E, 94th Cong., 1st sess., which includes the text of the convention and the report of the Department of State.

TREATY INFORMATION

Current Actions

MULTILATERAL

Cultural Property

Convention on the means of prohibiting and preventing the illicit import, export and transfer of ownership of cultural property. Adopted at Paris November 14, 1970. Entered into force April 24, 1972.¹

Acceptance deposited: Syrian Arab Republic, February 21, 1975.

Energy

Memorandum of understanding concerning cooperative information exchange relating to the development of solar heating and cooling systems in buildings. Formulated at Odeillo, France October 1-4, 1974. Entered into force July 1, 1975.

Signatures: Commonwealth Scientific and Industrial Research Organization of Australia, July 2, 1975; Julich Nuclear Research Facility, Ltd., of Federal Republic of Germany, June 30, 1975; National Council for Research and Development of Israel, June 26, 1975.

Health

Amendment to articles 34 and 55 of the Constitution of the World Health Organization of July 22, 1946, as amended (TIAS 1808, 4643). Adopted at Geneva May 22, 1973.²

Acceptances deposited: Kuwait, July 17, 1975; Venezuela, July 23, 1975.

Maritime Matters

Amendments to the convention of March 6, 1948 on the Intergovernmental Maritime Consultative Organization, as amended (TIAS 4044, 6285, 6490). Done at London October 17, 1974.²

Acceptance deposited: Maldives, July 21, 1975.

Narcotic Drugs

Convention on psychotropic substances. Done at Vienna February 21, 1971.²

Accession deposited: Norway, July 18, 1975.

Wheat

Protocol modifying and further extending the wheat trade convention (part of the international wheat

agreement) 1971 (TIAS 7144, 7988). Done at Washington March 25, 1975. Entered into force June 19, 1975, with respect to certain provisions and July 1, 1975, with respect to other provisions. *Ratification deposited:* Libya, July 28, 1975. *Accession deposited:* Spain, July 15, 1975.

World Heritage

Convention concerning the protection of the world cultural and natural heritage. Done at Paris November 16, 1972.²

Acceptance deposited: Iran, February 26, 1975.

BILATERAL

Belgium

Agreement amending annex B of the mutual defense assistance agreement of January 27, 1950 (TIAS 2010). Effected by exchange of notes at Brussels June 12 and 27, 1975. Entered into force June 27, 1975.

Republic of China

Agreement extending the agreement of April 9, 1965, as amended and extended (TIAS 5782, 6451, 6906), concerning disposition of the New Taiwan dollars generated as a consequence of economic assistance furnished to China. Effected by exchange of notes at Taipei, June 30, 1975. Entered into force June 30, 1975.

Italy

Agreement between the U.S. Energy Research and Development Administration and the Italian Ente Nazionale per l'Energia Elettrica on cooperation in the field of geothermal energy research and development. Signed at Rome June 3, 1975. Entered into force June 3, 1975.

Japan

Agreement providing for Japan's financial contribution for U.S. administrative and related expenses for the Japanese fiscal year 1975 pursuant to the mutual defense assistance agreement of March 8, 1954 (TIAS 2975). Effected by exchange of notes at Tokyo July 8, 1975. Entered into force July 8, 1975.

Niger

Agreement to provide certain social security benefits for certain employees of the United States of America in the Republic of Niger. Signed at Niamey July 21, 1975. Entered into force July 21, 1975; effective January 1, 1974.

¹ Not in force for the United States.

² Not in force.

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**Check List of Department of State
Press Releases: July 28–August 3**

Press releases may be obtained from the Office of Press Relations, Department of State, Washington, D.C. 20520.

No.	Date	Subject
†389	7/30	"Foreign Relations," 1949, vol. II, U.N.; Western Hemisphere, released.
†390	7/31	Kissinger: news conference, Helsinki, July 30.
†391	7/31	U.S.-Japan environmental agreement to be signed Aug. 5.
†392	8/1	Kissinger: news conference, Helsinki, July 31.
*393	7/31	Study group 7 of U.S. National Committee for the International Radio Consultative Committee (CCIR), Aug. 21–22.
*394	7/31	Study group 5 of U.S. National Committee for CCIR, Clarksburg, Md., Aug. 22.
*395	7/31	Study group 1 of U.S. National Committee for CCIR, Sept. 11–12.
*396	8/1	Program for Japanese Prime Minister Miki's visit to U.S., Aug. 2–10.
*397	8/1	Spiro sworn in as Ambassador to Cameroon and to Equatorial Guinea (biographic data).
*398	8/1	Phase-Out plans for refugee centers announced.

* Not printed.

† Held for a later issue of the BULLETIN.