



**THE NAIROBI  
WORLD  
CONFERENCE**



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by

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## Chapter ONE

### INTRODUCTION

#### From Mexico to Nairobi

Ten years have passed and the World Conference closing the 1975-1985 United Nations Decade for women has taken place. Looking back we wonder how it all started and what happened during all that time : was anything achieved, has anything changed ?

In the following pages the events at the Nairobi Conference, at which 157 nations came together to tell one another of their efforts and achievements regarding the advancement of women during the Decade, will be related, highlighting especially the part played by the European Community and its Member States.

#### The First Step

The origins of the Decade can be traced back to 1975 which was designated International Women's Year by the United Nations (UN). The objectives set for this event were, first, to define a society in which women could fully participate in the economic, social and political life of their country, and from there to formulate strategies which would enable such a society to progress without any form of exploitation whatsoever.

To mark the International Women's Year, a World Conference was proposed, to be held in Mexico City that same year. It was here that a World Plan of Action for the implementation of the objectives of International Women's Year was adopted, proposing as its central issue the proclamation of the years 1975-1985 as the UN Decade for Women. The Themes of the Decade were to be Equality, Development and Peace.

Five years later a second Conference was held, this time in Copenhagen. Here an action programme for the second half of the Decade for Women was adopted which focussed discussion not only on the already approved themes of the Decade, but also on the subthemes of Employment, Health and Education, as adopted by the UN General Assembly in 1979.

Another five years brings us to Nairobi where the closing conference of the Decade took place. This conference was given two specific tasks : to review and appraise progress achieved and obstacles encountered during the Decade, and to adopt a coherent set of Forward-looking Strategies for the advancement of women up to the year 2000.

#### Preparations for the Conference

The set tasks of the Conference as well as the immense proportions the gathering was to take - the World Conference was attended by an estimated 5,000 delegates with a further 12,000 or so participating in the parallel Forum '85 - necessarily demanded complex planning and co-ordinating far in advance of the actual Conference. Extensive preparations were undertaken at least as early as 1983 by the UN Secretariat, assisted by the Commission on

the Status of Women, a UN body which devoted three special sessions in Vienna to the preparation of the Conference in the Spring of 1983, 1984 and 1985 respectively, the last of which was resumed in May/June 1985 in New York.

The regional economic Commissions of the UN organised their own preparatory events, the Economic Commission for Europe (ECE) holding a seminar on the economic role of women in the ECE region in October 1984<sup>1)</sup>.

Apart from organising these meetings the UN Secretariat also sent a voluminous questionnaire to all its Member States, the replies to which served to prepare the detailed documentation submitted to the Conference, reviewing progress achieved and obstacles encountered during the Decade.

The European Community replied to those parts of the questionnaire that fell within its competence.

### The Role of the European Community

The European Community took part in the entire preparatory process leading up to the Conference, as well as in the Conference itself. In 1982 the Commission submitted a communication<sup>2)</sup> to the Council concerning participation in the Nairobi Conference - this in order to obtain a general mandate for its preparations for the Conference. The Council meeting in February 1983, adopted conclusions on 1) the principle and procedure of the Community participation, and 2) the content of the Community position. Community statements drafted by the Commission services and adopted by the Council were made at each of the UN-organised meetings, normally by the Head of the Presidency delegation.

The Community position was a strong one : its advanced and by now well-established policy on behalf of women enabled it to contribute effectively throughout - particularly as regards the topics of equality, development and employment - and its unity and cohesiveness helped it to ensure that its concerns were taken care of in the final outcome of the Conference. Community co-ordination meetings took place on a regular basis throughout the preparatory process, starting in Brussels during the advance preparations for meetings and continuing in Nairobi itself as and when required.

The Advisory Committee on Equal Opportunities for Women and Men for its part delivered an Opinion in June 1984 in which it emphasised a.o. the importance of the close cooperation between the Community and the relevant non-Governmental organisations and their presence in a Forum at the same date and place as the World Conference.

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1) This seminar led to a detailed report being published on "The Economic Role of Women in the ECE Region - Developments 1975/85. (obtainable from the ECE, Geneva)

2) COM (82) 796 final

The European Commission does in fact set great store by maintaining regular contacts with NGO's in the Member States and stimulates these relations by organising and taking part in seminars, such as the ones held in Bonn (1982), Turin (1984) and The Hague (1985) where delegates of European Women's associations can meet with each other and with representatives of the European Commission. The most recent of these seminars (organised jointly by the National Women's Associations and the Commission of the European Communities) was of particular relevance to the Nairobi Conference. Held in The Hague only a few months before the World Conference it was attended by 90 delegates belonging to sixty or so different European Women's organisations and provided a unique platform for each of these to take stock of and evaluate progress achieved as the result of the Commission's 1982-85 Action Programme for equality of opportunity.

Finally -

The European Parliament tabled a number of resolutions concerning a.o. the Community position at the Nairobi Conference, their own stimulative role in the establishment of the 3 directives on equal pay, equal treatment in employment and in matters of social security, and their support for the New Community Action Programme on Equal opportunities for Women 1982-85.

In Nairobi itself members of the European Parliament met up with their counterparts of the 66 ACP countries and took part in the working group which was organised to study a report on the Role of Women in the Development Process<sup>1)</sup>. This report which was afterwards unanimously adopted could almost be considered as an action programme in itself, keeping clear as much as possible of theoretical declarations and dealing instead with the relevant issues in a pragmatic and concrete manner.

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1) Doc ACP-CEE /0013/A/85

## Chapter TWO

### THE CONFERENCE AND ITS WORKINGS

The Nairobi Conference, which was attended by 157 states and 160 other entities (including the European Community), covered by 1,400 journalists and accompanied by a large Forum of non-governmental organisations, ranks as the biggest and one of the most important conferences ever organised by the United Nations.

The presence of these large numbers of people enabled the Conference to set up an interminable number of official and informal committees, working parties, negotiating and drafting groups, etc., which were themselves duplicated to a greater or lesser degree within the three major blocks of states (Western Group, Eastern European Group and Group of 77), regional groupings (such as the European Community), and individual delegations.

In view of the numerous activities taking place at the Conference the simplest way to describe the events is to start at the beginning of the Conference.

The World Conference to Review and Appraise the Achievements of the United Nations Decade for Women : Equality, Development and Peace - to give it its full title - was held in Nairobi from 15-26 July 1985 during which period 20 plenary meetings were held. Forum '85, the gathering of world-wide non-governmental organisations, overlapped the Conference and was officially organised by the UN, unlike the previous Forums in Mexico City and Copenhagen. (A discussion of events at Forum '85 will be found in Chapter Six).

Pre-conference consultations open to all states invited to participate in the Conference had already been held in Nairobi on 13 and 14 July 1985 to consider a number of procedural and organisational matters.

The Conference itself was formally opened by the President of the Republic of Kenya on 15 July 1985 and at the same meeting Miss Margaret Kenyatta, the head of the delegation of Kenya, was elected by acclamation as the President of the Conference. At the 2nd plenary meeting the Conference adopted as its agenda the following points :

1. Opening of the Conference.
2. Election of the President.
3. Adoption of the rules of procedure.
4. Adoption of the agenda.
5. Election of officers other than the President.
6. Other organisational matters:
  - (a) Allocation of items to the Main Committees and organisation of work,
  - (b) Credentials of representatives to the Conference:

- (i) Appointment of the members of the Credentials Committee
  - (ii) Report of the Credentials Committee.
7. Critical review and appraisal of progress achieved and obstacles encountered in attaining the goals and objectives of the United Nations Decade for Women: Equality, Development and Peace, and the sub-theme: Employment, Health and Education, bearing in mind the guidelines laid down at the World Conference of the International Women's Year, held at Mexico City, and the World Conference of the United Nations Decade for Women: Equality, Development and Peace, held at Copenhagen:
- (a) Progress achieved and obstacles encountered at national, regional and international levels to attain the goal and objectives of equality;
  - (b) Progress achieved and obstacles encountered at national, regional and international levels to attain the goal and objectives of development;
  - (c) Progress achieved and obstacles encountered at national, regional and international levels to attain the goal and objective of peace.
8. Forward-looking Strategies of implementation for the advancement of women for the period up to the year 2000, and concrete measures to overcome obstacles to the achievement of the goals and objectives of the United Nations Decade for Women: Equality, Development and Peace, and the sub-theme: Employment, Health and Education, bearing in mind the international Development Strategy for the Third United Nations Development Decade and the establishment of a new international economic order:
- (a) Strategies and measures at the national, regional and international levels to achieve the goal of equality;
  - (b) Strategies and measures at the national, regional and international levels to achieve the goal of development;
  - (c) Strategies and measures at the national, regional and international levels to achieve the goal of peace.
9. Adoption of the report of the Conference.

From a look at this agenda, and in particular at points 7 and 8, it should become clear what the major areas of debate were to be.

In accordance with the rules of procedure, a number of officers, apart from the President, had to be elected, such as a Vice-President for co-ordination, twenty-nine other Vice-Presidents, a Rapporteur-General and a Presiding Officer for each of the two main Committees. Perhaps it is useful at this point to explain that this collection of officers is normally referred to as 'The Bureau'. The Rapporteur-General's job is to produce a report of the Conference and in this she/he is assisted by two other rapporteurs each covering one of the two main Committees.



Further input is provided by a group of officers called the 'Friends of the Rapporteur' (representing the Western Group, Eastern European Group, and Group of 77) who keep an eye on the way the report unfolds, mainly to ensure that the end result is acceptable to their own background. (The Western Group consists of Western European countries, the U.S.A., Canada, Australia and New Zealand, the Group of 77 comprises the three groups of African, Asian and Latin American countries, and the name of the Eastern European group speaks for itself).

Among the states acting as Vice-Presidents were France, the Federal Republic of Germany, Greece and Ireland. Mrs. Cecilia Lopez (Colombia) was elected Presiding Officer of the First Committee and Mrs. Rosario Manalo (Philippines), who had also chaired the Preparatory body in Vienna and the pre-conference consultations in Nairobi, became Presiding Officer of the Second Committee.

With the exception of the first and last few days of the Conference, when activities were concentrated in the plenary, the debate took place more or less simultaneously at a number of different levels. The plenary handled as its principal item the review and appraisal of the Decade (point 7 on the agenda), with reports on developments being presented by the heads of the different delegations, eminent personalities all and often the ministers responsible for women's rights. The two Committees were chaired with debating and preparing a comprehensive programme of Forward-looking Strategies up to the year 2000, (point 8 on the agenda) dealing with all aspects of the advancement of women, and which it was hoped would be adopted by consensus when submitted to the Conference at the plenary.

Attached to the two main Committees were a number of negotiating and drafting groups - both formal and informal. Most delegations at the Conference for example, were split up into two groups of participants, one dealing with political questions (this was taken care of by the diplomatic members of the delegation) and the other concerning itself with the substantive women's questions. Those two teams worked mostly separately, though in close co-ordination and would meet up within their respective delegations at regular intervals during the Conference.

The Western Group (which provides a forum for discussion and concertation but takes no binding decisions), Eastern European Group and Group of 77 normally met at least once a day to discuss points of relevance. These sessions amounted to fairly broad political discussions, the outcome of which would be presented in the relevant main Committee.

The European Community was represented within the Western Group (chaired by Ms. Maureen O'Neill of Canada) by the Commission and the Presidency of the Council and it participated actively and constructively in the discussions. The Community (Presidency and Commission) was appointed within the Western Group, to the position of co-ordinator on all resolutions covering the themes of employment and equality. Austria eventually replaced it in this role when it came to participating in a negotiating group, since the Soviet Union objected to the Community acting as spokesperson.

The document on the Forward-looking Strategies was discussed word for word in the Committees. In case agreement on a subject could not be reached in the Committee, the contentious paragraph in question would be referred to a restricted negotiating group consisting of members of all three major blocks of states and chaired by a Vice-President of that Committee. This

group would seek to find an acceptable solution to the problem and send its proposal back to the Committee itself. If the Committee agreed to the proposal then it could be presented to the Plenary. Here each paragraph of the Strategies document was again examined and those which had already been agreed in the Committees were passed at a fast rate. The paragraphs on which compromise had not previously been reached were for the most part also agreed in the Plenary which had a choice of four possibilities: the paragraph could either be adopted as proposed by the majority, it could be amended, or countries with objections could have a footnote with a reservation relating to the relevant paragraph inserted in the document; finally a vote could be taken. Votes were in fact taken on four paragraphs, relating to international trade, Palestinian women and children, and women and children under Apartheid; all four were carried, against the wishes of most of the Western Group and most of the European Community countries. In this manner individual paragraphs of the Forward-looking Strategies to-and-froed their way through the various groups, finally to end up as a complete package.

The eventual adoption of the Strategies by consensus in the Plenary was a remarkable success for the Conference. The items that throughout the Conference threatened this eventual consensus were a number of general political questions which sometimes served to push women's specific problems into the background.

This applied in particular to items such as disarmament, peace, international conflict, and economic and financial questions which are dealt with in other UN bodies. Thus the positive outcome of the Strategies document was in doubt until the very last moment, when at the 20th (final) plenary session the Conference reached a deadlock over a paragraph in which the term 'Zionism' was equated with 'racism'. After a protracted discussion, followed by a recess, the Kenyan delegation proposed a compromise which was adopted by consensus.

The fact that the differences on these acknowledged problems could finally be set aside for the sake of the advancement of women, was a major victory for the Conference as a whole.

Apart from their work regarding the Forward-looking Strategies, the two main Committees were also burdened with processing 105 resolutions proposed to the Conference, which were distributed between them for discussion and approval. Here again each paragraph was discussed and often changed and amended. Given the exceedingly short time left available, gigantic efforts were made to merge resolutions on similar subjects and to negotiate agreement on the contentious ones. Despite all this, the Committees had not even discussed them all by the time they had to wind up - yet, surprisingly, agreement had been reached on a large number of proposals, including one of two sponsored by the European Community (cf. Chapter Five).

The Plenary in its turn, however, ran out of time to discuss the resolutions and simply forwarded them to the General Assembly, making no distinction between those already approved by a Committee, those which had not yet been discussed, and those on which agreement had not been forthcoming.

Towards the end of the Conference, during the 17th plenary session a draft report on the Conference was submitted, and, after a number of amendments were made, the Conference adopted the report at its 20th plenary

meeting on 26 July 1985. This event also marked the end of the proceedings and after a concluding statement from the President the Conference was declared closed.

Roughly in this manner (though in reality events occurred in far more complex and confusing conditions, being in fact at times wholly chaotic due to the multiplicity of things taking place at the same time) the Conference worked its way through the appointed tasks as set out in the agenda.

#### European Community Co-ordination

Co-ordination among the Member States of the European Communities at the Conference turned out to be -according to Commission delegates who were in the thick of the Conference activities - successful and effective beyond expectation. There were difficulties in the first session during which Member States were grappling with the implications of complying with Community competence, but all were eventually persuaded to do so. The practical consequences this implied were considerable, one delegation in fact emphasising the advantage of Community co-ordination leading to binding decisions which could be put to the Conference with the combined weight of ten (indeed often twelve) countries. Spain and Portugal also participated in the European Community co-ordinating meetings; the treaty of accession concerning their entry into the European Communities had already been signed at the time of the Nairobi Conference and it was decided that on matters of Community competence all twelve would, if at all possible, act together.

### Chapter THREE

#### THE GENERAL DEBATE

The General Debate, which took place in the course of 14 plenary meetings from 16-24 July 1985, covered the range of topics to be considered by the Conference, including not only item 7 of the agenda (review and appraisal of progress achieved and obstacles encountered) but also item 8 (Forward-looking Strategies) which was more specifically the concern of the main Committee.

Representing the ten countries of the EEC a statement was delivered by Minister Jean Spautz of Luxembourg. The Commissioner of Social Affairs, Education and Competition made a statement on behalf of the Community. The first speech had been drafted in European Political Cooperation and touched on the more politically contentious issues that were likely to arise in the conference. The second, delivered by Commissioner Peter Sutherland, was an evaluation of the results of the Decade in the European Community.

Heads of delegation of each of the ten Member States as well as of Spain and Portugal also made statements, putting forward the experiences, achievements and intentions of their own countries over the last decade.

#### Statement by the Commissioner for Social Affairs, Education and Competition

##### Mr. Peter Sutherland

The Commissioner, commenting on the situation regarding equality in employment started his speech by expressing pride to be able to say that now in 1985, employment equality for men and women was one of the most advanced areas of the European Community's social policy - in contrast, he explained, to the situation in 1975 when the International Women's Decade began. He pointed to the adoption and implementation of the three directives on equal pay<sup>1)</sup>, equal treatment in employment<sup>2)</sup>, and equal treatment in matters of social security<sup>3)</sup> and the sound legal basis these provided on which to build further measures. By approving a new and comprehensive Community Action Programme for the Promotion of Equal Opportunities for Women 1982-85<sup>4)</sup>, a framework had been created within which these measures - such as further equality legislation, but also policies on positive action to achieve equal opportunities in practice - could be constructed.

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1) Council directive 75/117/EEC, OJ. L45, 19.2.1975

2) Council directive 76/207/EEC, OJ. L39, 14.2.1976

3) Council directive 79/7/EEC, OJ. L6, 10.1.1979

4) COM (81) 758 final.

The Commissioner announced that apart from the Commission's duty to safeguard what had already been achieved by ensuring the correct application of the three directives, three further proposals for directives - on equal treatment in occupational social security schemes 1), on parental leave and leave for family reasons 2), and on equal treatment for men and women in self-employed occupations including agriculture 3)- were being discussed in the Council of Ministers.

Furthermore, additional improvements in the area of social security and also in income tax systems to avoid indirect adverse effects on women's employment, were being considered.

The Commissioner spoke of the 1984 Recommendation on Positive Action 4) which had created a broad framework for a whole range of positive actions as included in the 1982-85 Action Programme. There was a need for positive action within companies and organisations and the Commission therefore had supported - both financially as well as morally - a great number of projects within organisations, and was currently drawing up a code of practice with ideas and suggestions for employers interested in launching a positive action programme.

The Commissioner mentioned a number of issues with which the Commission is currently particularly concerned :

- it is supporting the creation of Women's Cooperatives in order to enable women to manage their own businesses;
- it is making efforts to ensure that women, from the outset, attain their rightful places in the field of the new technologies;
- it is conducting comprehensive studies into the situation of immigrant women so as to be able to formulate measures to benefit them;
- it is taking a broad range of measures to combat female unemployment.

When speaking of the second theme of the Decade, development, the Commissioner particularly referred to the efforts by the Community to integrate women firmly into its development policy, which had resulted in significant provisions being incorporated in the Lomé III Convention between the European Community and the ACP states.

Concerning the subtheme of education, he reported that the Commission had launched and supported positive action in this important field and said that a major programme to bring about equal opportunities in education had been adopted in June 1985.

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1) OJ. C 134/7, 21.7.1983

2) OJ. C 333/6, 9.12.1983 and OJ. C 316/7, 27.11.1984

3) OJ. C 113/4, 27.4.1984

4) Council Recommendation 84/635/EEC, OJ. L331/34, 19.12.1984

In concluding his statement the Commissioner requested the Conference to concentrate the debate on issues of substance relating to the advancement of women, so as to give direction to future efforts during the years and decades to come.

Statement by Minister Jean Spautz of Luxembourg representing the ten countries of the EEC

Minister Jean Spautz said it was an honour for him to be at the Conference as a representative of the ten - soon to be twelve - countries of the European Community. He said the Ten wished to participate in the activities of the Conference in a spirit of common responsibility vis-a-vis their political role, their economic potential and their numerous ties with so many peoples. He then spoke of the wish of the Ten to express, here at this Conference held in Africa, their solidarity with the women of Africa, many of whom lived and suffered in areas afflicted with drought and starvation. The efforts of the Community towards the level of this suffering, he said, was reflected in the Lomé III Convention.

The President of the Council explained that his remarks on the work to be carried out would be of an exclusively political and general nature. The UN Decade had been a stimulus for the European Community in its efforts to eliminate discrimination against women, and the Member States considered that the first task of the Conference now was to address the objectives that had not been realised, so that Strategies for the progressive achievement of complete equality could be formulated. In this context the Ten were extremely pleased with the progress made during the UN preparatory sessions - particularly in the resumed 3rd session in New York - regarding a plan of future Strategies. He added, however, that the Ten were convinced that - even if the difficulties facing women were often linked with problems of a political, economic or social nature - all actions aiming at political equality for women must focus on problems that were specifically women's problems. The Conference, therefore, must not spend too much time on issues of political conflict which were already being discussed by other UN bodies.

The President of the Council concluded that in the opinion of the Ten, substantial success could be achieved by the Conference if consensus on the document relating to Forward-looking Strategies were arrived at. Such a document, he added, would be a fitting conclusion to the Decade for Women and, even more importantly, would provide a solid basis for future actions.

Statements by the ten Member States of the European Communities, as well as Spain and Portugal

All national statements touched on the situation, intentions and policies of their countries with regard to the themes of the Decade, some going into great detail, others expressing more general philosophical views. Overall the main focus of these statements was on Equality as well as on the sub-themes of Employment, Health and Education, these being the areas on which Community policy has concentrated most persistently since the 1970's and on which much of substance could be reported - obstacles as well as achievements.

## Equality

General support for the aims of the Decade and evidence of the great difficulties involved in achieving equality world-wide was voiced by all, the delegate for France saying that equality was an immense battle, all the more so since "equality cannot be proclaimed". Italy called for a society which respects human rights and fundamental freedom, these being the basis for overall equality. The delegate for Greece spoke of the continuing need to make the whole world aware of the existence of the equality issue. She illustrated the need for 'awakening' men and women taking their unequal positions in society as the norm, by the following tale.

"In a small village near Delphi in Central Greece", she recounted, "a delegation of a women's organisation was discussing the theme "Women and Work" with the local rural women. The question was: why do the male olive pickers receive a higher hourly rate of pay than women? One of the rural women responded that they climb up the trees and shake the branch. "Is that very difficult?" was the question. "No," was the response. "Is it dangerous?". "Not really," was the answer. "Do the men pick more olives than you per day?". "When they are shaking the trees," she responded, "we pick up the olives. Men who are pickers pick the same amount as we." "Then the olive grove owner gets the same amount of work out of men and women," a spokeswoman for the women's organisation stated, "so you still haven't explained why you do not get the same pay." Silence in the group while it struggled with the problem. Finally, the face of one woman lit up as she appeared to have come to an insightful conclusion. She raised her hand and said, "Because we are women." The answer was so right and so simple that it brought a plethora of nodding heads and murmurs of approval at the intelligence of the woman olive picker."

The answer, said the Greek delegate, was right, because it represented centuries of cultural attitudes about the second-class status and the economic exploitation of women all over the world. What was needed, the Italian delegate said, was for all efforts regarding equality to be effectuated on a national level and this would require a great deal of political will. All such efforts should moreover, be incorporated in a precise and all-inclusive legal framework, bearing in mind that not only the letter of the law but also the spirit mattered.

## De facto Equality

All delegates said that there was still a wide gap between legal equality and equality in practice and that this should be an area of particular concern for the future.

## Legislation and Administration

The delegates for Belgium, Denmark, Greece, Spain, France and Portugal reported that their countries had ratified the UN convention on the elimination of all forms of discrimination against women, with the United Kingdom announcing its intention of doing so in the near future and Ireland stating it intended to accede shortly. Legislation regarding employment equality in the ten Member States was reported to have advanced greatly since the beginning of the Decade.

In Portugal a law was adopted in 1979 regarding equality in employment, including access to employment, vocational training, promotion and pay, thus implementing the rights already recognised in the 1976 Constitution. In Spain the Constitution of 1978 had similarly established equality of all Spaniards before the law "without any discrimination for reasons of sex" including principles of employment equality (roughly relating to those of the EEC directives) later reflected in sublaws.

All delegates told of Advisory and Consultative bodies that had been set up in the twelve countries, providing ideas, opinions and stimulating governments into action concerning equality policies.

Ireland and France were the only two countries to have separate ministries exclusively concerned with women's affairs; most other countries had equality issues dealt with in already existing departments, Belgium in fact believing it undesirable to have special women's ministries headed by women ministers.

### Economic Crisis

Many countries found the international economic crisis had had a severe impact on employment, housing, health, the quality of life and development, and consequently on the implementation of equality policies as well. The Netherlands delegate wished to stress that it was very wrong "to assume that the desire of women for independence and equality was a luxury for more affluent times". Belgium on the other hand had a more cheering account to relate: due to the policies to combat the crisis willingly and firmly undertaken by the government, unemployment amongst women had decreased at a faster rate than amongst men, with numerous jobs having been created for women and especially for younger women.

In Greece the government had had great success in creating jobs for women by promoting a number of cooperative projects in agrotourism, handicrafts, poultry, wool-dyeing, etc., all run by women.

### Economic Independence

Economic independence was mentioned by a number of Member States, especially France and the Netherlands as being a prerequisite for women in their struggle for equal rights and opportunities; this, according to the Netherlands delegate, implied that measures leading to a redistribution of unpaid domestic and caring responsibilities among men and women would be indispensable in an equal opportunities programme.

### Work and the Family

Most delegates expressed their concern that the reality of workers having families to take care of was inadequately reflected in the organisation of working time.

In Luxembourg, it was reported, both men and women now have a right to part-time leave after the birth or adoption of a child up to the age of four. The United Kingdom delegate mentioned that her government, as an equal opportunities employer, had increased the number of part-time jobs available, and was taking action to increase the opportunities for women



working part-time to reach the highest grades in the public service. The Danish and Netherlands delegates, however, said that part-time work for women only, was not a sound long-term solution, giving them fewer rights, a weaker status and a more casual attachment to the labour market. This situation needed to be counteracted, according to the Danish delegate, by the introduction of flexible working hours. Such measures were also being looked at in the Federal Republic of Germany and the Belgian delegate reported that the implementation of flexible working hours in the public sector had indeed led to a significant increase in women employees.

In the United Kingdom re-entry schemes had been set up providing the possibility for women looking after their young children to return to work after career breaks. The Netherlands and Germany supported this measure adding that such women should also be given the chance to obtain the necessary qualifications to help them find work again after their job-interruption.

### Parenthood

On the subject of parenthood a number of countries felt it was high time that motherhood, not just fatherhood, was made compatible with working and social life. In Portugal parenthood was recognised by the Constitution and by law as being of eminent social value and the Spanish delegate said there was a need for better nursery facilities, reduction of working time, schemes for parental leave and a sharing of family responsibilities.

In Greece a law concerning parental leave had been introduced and in France also, measures allowing both father and mother to interrupt their professional activities to bring up small children under the age of two had been set up. The Luxembourg delegate said that his government had introduced a maternity allowance, paid for by the State, for all housewives, women farmers and women in independent jobs. The government had also established measures to help the growing number of divorced single parents by paying those looking after their children a pension corresponding to the legal minimum salary in the country, and by covering the health insurance payments of these families.

The delegate for Germany said her country was examining the situation regarding the problems specific to single parents and older women, and in Portugal measures to ensure single mothers had the same rights as married ones had been introduced.

### Civil Equality

The delegates for Spain, Portugal and Greece all reported that a number of measures regarding civil independence had been implemented, including civil equality for both partners within the marriage, and equal treatment of children born outside and within marriage.

## Education

The delegate for Spain reflected that men and women need an education which constantly questions the division of roles according to sex and which can integrate all the necessary knowledge for the development of men and women as persons; this would imply a change in the social model, which in today's world is still a masculine one.

In Luxembourg education for boys and girls was stated to be mixed at all levels, and curricula were now identical. In Belgium measures towards the same end were being developed and the school-leaving age had been raised to 18 years which the delegate for Belgium hoped would mean an important step toward the emancipation of those girls who would otherwise have left school at 14 to find work.

The delegates for Ireland, France, Portugal and Greece reported a number of important changes in their educational systems, including the establishment of new curricula and guidelines for the elimination of sex-stereotyping in school books and the setting of examination papers.

The United Kingdom delegate reported that discrimination in education is illegal in her country and that the current policy aims to focus on specific areas where progress is needed. Thus, initiatives to get more women into science have been started and ways of increasing pupils' experience of technical and vocational subjects at school are being sought.

The Netherlands delegate considered that education was an important instrument for promoting women's economic independence, adding that in recent years the Netherlands government had taken many initiatives to ensure equal education for girls and boys.

## New Technologies

In France special catching-up measures for women only were being established on a temporary basis to boost the equality process. This, the French delegate informed the Conference, included vocational training and guidance for women from the moment they left school in order to promote their access to non-traditional jobs and the job-sectors of the future such as informatics and electronics. In Greece, vocational guidance programmes for women over the age of 25 have been started, as well as programmes to train women for traditionally male jobs.

The Netherlands and Belgian delegates voiced their concern about the development of the new technologies. The Belgian delegate told the Conference that people today were in the middle of an historical change-over from an industrial society to a society of informatics and women must not be allowed to miss the boat.

## Information and Women's Rights

In Portugal and France the availability of information for women on their rights has been improved by various measures. In France numerous information centres on women's rights -staffed by trained personnel - have been set up on the principle that a right no-one knows about is a useless right. In Belgium efforts were reported to have been undertaken to make such information more readily available in order to fight the stereotyped notions held by men and women concerning their role in society.

### Women and the Media

The delegate for the United Kingdom stated that the media had a crucial and responsible role to play in seeking to alter attitudes through the manner in which women are portrayed. She felt it was important that women should be employed at decision-making levels in the media. The Greek delegate said it had remained clear that women's issues were not among the priorities either of the press or television. Protests by women's organisation and state intervention had, however, limited the amount of advertising exploiting and demeaning women. In Greece as well as in Belgium action was currently being undertaken to lay down rules governing the manner in which women are presented in advertising.

### Violence and Abuse of Women

The delegates of the Netherlands, France, Greece and Belgium in particular mentioned that their governments had introduced, or were in the process of introducing, more stringent measures to combat violence against women. In Greece automatic prosecution in rape cases has been introduced and the penalties have become heavier. In Belgium also such measures will shortly take effect and in France it was reported a law had been adopted which made rape a crime. The French delegate also told the Conference that improvements had been achieved in the way police stations and centres for battered women dealt with victims of rape and violence.

The delegate for the Netherlands reported that her government's policy on combatting sexual violence against women and girls had been explicitly included as part of the emancipation policy, covering a.o. rape, battered women and sexual harassment at work. From an international point of view the Netherlands government was particularly interested in combatting trafficking in women, in eliminating forced prostitution and in safeguarding the position of female refugees. On issues such as these the Netherlands would welcome international initiatives. She also called for a greater amount of general tolerance, the need for which was reflected in her government's emancipation policy: the distribution of work or the allocation of responsibility ought not depend on sex, private status or sexual preference. Policies included the principles that the husband was no longer the sole breadwinner in the family and similarly that heterosexual behaviour had no more right to existence than homosexual behaviour.

### Women's Organisations

The delegates for Ireland, the United Kingdom, Belgium, Portugal, Luxembourg, the Netherlands and Denmark all spoke of the value their governments attached to maintaining a dialogue with women's organisations. The delegate for the United Kingdom wished to pay tribute to the work done by numerous such organisations and the way their recommendations continued to provide a stimulus to the government's way of thinking in equality issues.

In Ireland the umbrella organisation for 40 Irish Women's organisations (Council for the Status of Women) represented, according to the Irish delegate, a very effective pressure group and continued with other women's interests such as women in trade unions and rural women to bring about social change.

## Women and Development

On the theme of development delegates of a number of countries, especially of the Netherlands, Germany and Ireland, stressed the importance of meeting women's own priorities when setting up aid policies. The Netherlands felt, moreover, that formulating policies was relatively easy, but actually implementing them was a much more difficult task. In Germany, development aid policies were centred around the principle that "aid towards self-aid" was most productive and to this end financial support for a number of projects benefitting women had been given. Similarly in Denmark projects to improve the situation of women in developing countries had been set up, which emphasised the promotion of self-sufficiency, the easier access to resources (land, capital, training, information and know-how), and the strengthening of co-operation and solidarity among women so as to increase their self-confidence and self-respect. The United Kingdom delegate stated that women need to have control over their own fertility, bearing in mind that population policy also means reducing infant mortality so that parents may be confident that their children will survive. Her government was currently funding major multilateral population organisations.

A number of countries, especially France and Italy believed that famine was the worst of all evils besetting the Third World. The Italian delegate reported that her government's efforts in this field were particularly directed at mothers and children in famine areas. The delegates for France and the United Kingdom stressed that help was needed to lighten the main burdens women face everyday, such as the gathering and purchasing of domestic fuel and the carrying of drinking water. The United Kingdom is supporting projects aiming to facilitate these tasks, and France is supplying grants for young women in developing countries to be trained in technical and technological subjects as well as in agronomy. Ireland and the United Kingdom reported that they supported the activities and aims of the UN Development Fund for Women and were providing financial aid.

## Peace

All delegates said their countries were firmly committed to peace and especially France, the Netherlands, Germany, Ireland and Greece stressed that if women were more visible in politics and more present in decision-making areas, peace and harmony world-wide might become a more feasible aim. The delegate for Greece reported that her government had adopted a multi-faceted foreign policy for the promotion of peace, including initiatives for a nuclear-free zone in the Balkans, action towards the removal of foreign military bases and joint responsibility in organising the five-continent six-leader initiative for the reversal of the nuclear arms race and the preservation of humanity.

## Women and Power

The delegates of all twelve countries and in particular France, Ireland, Germany, the Netherlands, the United Kingdom and Denmark stressed that there was an urgent need for more women in decision-making functions. The French delegate said that the great decisions concerning peace and harmony in the world were being taken in places where women were conspicuous by their absence. The Irish delegate felt that efforts in this respect during the Decade were particularly disappointing. The Netherlands delegate said it was an absolute must to mobilise women into a more effective and

co-ordinated participation in political life, in their nations government and above all in its higher echelons. She also said that her country had come to regard the entire equal opportunities problem as an issue relating to the distribution of power and that the redistribution of work, income, status and social power between men and women was an important element in her government's equal rights and opportunities policy.

### International Conflict

The delegate for Denmark wished to reiterate her government's strong condemnation of the Apartheid system which places black women under a triple form of discrimination and repression, due to their sex, the colour of their skin, and because of the separation from their family which was often imposed through the Bantustan system. The Greek delegate similarly condemned Apartheid and said that her government was equally concerned with the situation of women refugees in Cyprus, the difficult position of Palestinian women and the women suffering from the military conflict situations in Central America.

The delegates for Luxembourg, the United Kingdom and Germany all hoped that the Conference would not be burdened by excessive politicisation of certain controversial subjects. The delegate for Germany urged the Conference to avoid treating subjects such as Peace and Development, unless linked to concrete problems specific to women. The United Kingdoms delegate hoped that the Conference's efforts would not be thwarted by overconcentration on divisive political issues that could be more properly and effectively discussed elsewhere. The Greek delegate, however, stated that all issues at this Conference were political: to fight for equal pay, for the right of women to have control over their reproductive function, was that not, she asked, political? The women's movement was, according to her, a political movement and there was no line to be drawn as to where issues involving women would cease to be political. Women living in so-called international conflict areas needed to be heard and time should be made at the Conference to hear them.

### Forward-looking Strategies

Most delegates gave expression to their hope that on the subject of the Forward-looking Strategies a consensus document could be arrived at covering a multitude of necessary issues on which to build action concerning the advancement of women for the future. France and Greece called for an adequate monitoring system so that the Forward-looking Strategies would not just remain an idea, but become reality.

### Achievements of the Decade

The delegate for Denmark told the Conference that it was obvious that progress had been made, the main achievement being that women and their special problems had been made visible. The delegate for Greece underlined this by stating that an essential precondition for organising against sex discrimination had been achieved during the Decade and this could be described as a "global consciousness raising". Its impact was that it had put women on the agenda and had brought to light information about women's lives, their burdens, poverty, toil and misery, but also their hopes and visions.

## Chapter FOUR

### THE NAIROBI FORWARD-LOOKING STRATEGIES FOR THE ADVANCEMENT OF WOMEN

#### I. INTRODUCTION

The Nairobi Forward-looking Strategies for the Advancement of Women is a document addressing itself to the obstacles standing in the way of a successful pursuit of the advancement of women, followed by the strategies and measures to overcome these obstacles. The document contains 371 paragraphs and is divided into five chapters dealing with the three themes of the Decade, as well as with categories of women that are of special concern, and with international and regional co-operation.

It was felt that the Forward-looking Strategies deserved to be treated in detail in this supplement and the broad summary below cannot but reflect the tightly written nature of this intensively negotiated document. In Chapter TWO the treatment of the Forward-looking Strategies at the Nairobi Conference has already been touched upon. Nevertheless, it may be useful to come back to this issue briefly and make clear how this document came into existence and in what way the Conference dealt with it.

The document was initially drawn up by the UN Secretariat and amended by the preparatory body (i.e. the Commission on the Status of Women) in a series of three preparatory sessions held in Vienna and New York in the Spring of 1985. It was particularly at the two New York sessions that agreement on the document progressed significantly so that it could be submitted to the Conference in July 1985 in an advanced condition. At the Conference the document was negotiated in the two Committees and their various attached drafting groups, after which it was presented to the Plenary where after some outstanding paragraphs had been discussed in great detail and disagreement on a few had led to a growing fear that all efforts might as yet turn out to have been in vain, it was finally - to the relief of many - approved by consensus.

The European Community played a significant role throughout the discussion of the Strategies document - indeed from the moment the first drafts became available - and put forward a set of substantive amendments to the document of which far the greatest part was eventually adopted.

After the adoption of the Nairobi Forward-looking Strategies for the Advancement of Women - by which name it was decided they should henceforth be known as a token of gratitude to the Government and people of Kenya - a number of statements were delivered to the Conference, including one on behalf of the European Community and its Member States. It expressed the Community's satisfaction at the successful outcome of the negotiations on the document while regretting that the discussions on general political questions had sometimes served to relegate the specific problems of women to a secondary position. The Community considered, however, that the Nairobi Forward-looking Strategies would be an important factor in supporting and intensifying its efforts concerning the development of actions to promote equal opportunities for women at all levels.

In the following pages, which take up the contents of the Strategies in its entirety, special attention is given to those items that are of major relevance to the European Community.

## II. BACKGROUND AND PURPOSES OF THE STRATEGIES

When looking at the background against which the issue of women's advancement has taken shape since the second World War we see an era of hope and reconstruction, bringing with it the founding of the United Nations and the emergence of independent states following decolonisation. All these events were important elements in the political, economic and social liberation of women. Particularly positive were the 1970's which saw a whole range of happenings all contriving to lend impetus to the progressive advancement of women in all spheres of society. It was in this positive climate that the original Strategies for the Advancement of Women came into being, in the form of the World Plan of Action for the Implementation of the Objectives of the International Women's Year (adopted in 1975 in Mexico City) and subsequently the Programme of Action for the Second Half of the United Nations Decade for Women (adopted in 1980 in Copenhagen).

The present Nairobi Forward-looking Strategies, however, are set in different times and in different circumstances. The economic depression pervading the first half of the 1980's have taken their toll of efforts to improve the situation of women everywhere and the genuine low which the state of the development of women worldwide has reached is reflected in the depth and the wide-ranging nature of these numerous Strategies. The Nairobi Forward-looking Strategies consist of concrete measures which, building on a range of other international equality principles, reaffirm the international concern regarding the status of women and provide a framework for renewed commitment to the advancement of women and the elimination of gender-based discrimination.

The Forward-looking Strategies start from the premises that the Decade has only partially attained its goals and objectives and that the reasons for this are - for a large part - to be found in the international economic crisis: economic adjustment programmes to counter the impact of the negative economic situation have been effected at a very high social cost and have pushed Governments to concentrate on attempting to alleviate the increase in poverty rather than on measures tackling equality issues. Especially for the developing countries the Decade has been a critical period with the gap between developed and developing countries widening rather than narrowing.

The Strategies' point of departure is that the development of women will bring development of all societies, that equality between all men and women promotes peace, and that women's pivotal role in society and their essential productive force in all economies need to be recognised and given their true value. Great importance is attached to the idea that the efforts to promote the economic and social status of women (so vulnerable to the effects of a negative world economy) should particularly rely on the principles of a new international economic order as the restructuring of the world economy, viewed on a long-term basis, should be to the benefit of all people - women and men of all countries.

Thus the Strategies are intended to provide a practical and effective guide for global action on a long-term basis. Measures are designed for immediate action, with monitoring and evaluation occurring every five years, depending on the decision of the General Assembly. It is also stated that since countries are at various stages of development, they should have the option to set their own priorities based on their own development policies and resource capabilities. What may be possible for immediate action in one country may require more long-range planning in another, and even more so in respect of countries which are still under colonialism, domination, and foreign occupation. The exact methods and procedures of implementing measures will depend on the nature of the political process and the administrative capabilities of each country.

The Forward-looking Strategies not only suggest measures for overcoming obstacles that are fundamental and operational, but also identify those that are emerging. This means that the strategies and measures are intended to serve as guidelines to be continuously adapted to the changing situations and needs determined by overall national priorities, within which the integration of women in development should rank high. The Strategies are primarily addressed to Governments, international and regional organisations, as well as non-governmental organisations, but an appeal is also made to all women and men, particularly those in positions of influence, to further the cause of the advancement of women in a spirit of solidarity.

### III. EQUALITY

The Chapter on Equality contains a blend of legislation and positive action to make equality between women and men a practical reality.

On the constitutional and legal plane the Strategies start out by urging all governments that have not yet done so to sign the UN Convention on the Elimination of All Forms of Discrimination against Women. World-wide inequality between women and men is, to a very large extent, the result according to the Strategies document, of backwardness, mass poverty and general underdevelopment with the situation being aggravated by continuing de facto discrimination of women. The first step to take is to establish legislation as a basis for action to counter this inequality.

The effectiveness of any legislative measures, however, must be reinforced by appropriate legal redress mechanisms. Such measures should be enforced from the local level up and should be adequately monitored so that individual women may seek to have discriminatory treatment redressed without fear of being victimised or obstructed in this purpose.

Employment legislation ensuring equity should not only cover women in the conventional and formal labour force but also those in the informal sector (particularly with regard to migrant and service workers) by providing minimum wage standards, ensuring benefits, safe working conditions and the right to organise. Such guarantees and benefits should also be extended to women making vital economic contributions in activities involving food production and processing, fisheries and food distribution through trade. These benefits should also be provided to women working in family enterprises and - if possible - to other self-employed women in an effort



to give due recognition to what after all constitutes the vital contribution of all the invisible economic activities by women to the development of the human race.

As for agrarian reform measures it is judged that such measures have not always ensured women's rights - even in countries where women predominate in the agricultural labour force. Therefore, women's contributonal and legal rights in terms of access to land and other means of production should be guaranteed, as should their right to control the fruits of their labour and their income. Benefits from agricultural inputs, research, training, credits and other infrastructural facilities should also be easily available to them.

In terms of social and economic development the Nairobi Strategies set aims and targets closely resembling those already well on the way of being realised in the Community countries, namely the participation of women as equal partners with men in all fields of work, equal access to all positions of employment, equal pay for work of equal value and equal opportunities for education and vocational training. Legislation should therefore be introduced to ensure that men and women have the same right to work and to unemployment benefits. Any dismissal on the grounds of pregnancy or of maternity leave, as well as dismissal on the grounds of marital status should be prohibited and enforced by a.o. the imposition of sanctions. Legislation and any other measures necessary should be adopted and implemented to facilitate the return to the labour market of women who have left for family reasons and to guarantee the right of women to return to work after maternity leave. While instituting the various legislative and other remedial measures, governments should continue to take special action in order that women workers are informed of their rights, and all relevant policies should emphasise the importance of freedom of association and the protection of the right to organise - these being particularly relevant to the position of women in employment.

Research on the problems associated with the relationship between the law and the role, status and material circumstances of women is considered essential and the Strategies recommend that any such investigations should be integrated into the curricula of relevant educational institutions in an attempt to promote general knowledge and awareness of the law.

The capabilities of national institutions concerned with statistics of women's issues should be improved so that governments can make effective use of these statistics in policy planning. Training for those producing and those using such statistics should play a key role in this process.

In order to review all laws, law reform committees with equal representation of women and men from government, as well as non-governmental organisations should be set up, not only as a monitoring device but also with a view to determining research-related activities, amendments and new legislative measures. In this context it is considered extremely important that appropriate action is taken to ensure that the judiciary and all para-legal personnel are fully aware of the achievement by women of their legal rights, and to this purpose any form of in-service training and retraining should be designed and carried out.

The Strategies state that special attention should be given in criminology training to the particular situation of women as victims of violent crimes. Legislation should be passed and laws enforced in every country to end the degradation of women through sex-related crimes, and

guidance should be given to law enforcement authorities on the need to deal sensibly and sensitively with the victims of such crimes.

On the subject of civil rights the Strategies advocate the revision of civil codes, particularly those pertaining to family law, with a view to eliminating discriminatory practices where these exist. Changes should be made, for example, wherever women are considered minors; the legal capacity of women should be revised in order to grant them equal rights and duties; marriage agreements should be based on freedom of choice; the right to divorce should be granted equally to both partners under the same conditions, and custody of children should be decided in a non-discriminatory manner. Legal or other appropriate provisions should be made to eliminate discrimination against single mothers and children, this, without prejudice to the religious and cultural traditions of countries. The right of all women, in particular married women, to own, administer, sell or buy property independently should be guaranteed as an aspect of their equality and freedom under the law.

As regards equality in social participation the Nairobi Strategies reflect that although there is no physiological basis for regarding the household and family as essentially the domain of women, for the devaluation of domestic work, and for regarding the capacities of women as inferior to those of men, the belief that such a basis exists does in fact perpetuate inequality and stands in the way of structural and attitudinal changes necessary to eliminate such inequality. The year 2000 is set as the target date by which all governments should have adequate national policies to abolish any obstacles to the full and equal participation of women in all spheres of society. This includes the fight against all discriminatory perceptions, attitudes and practices, for which purpose comprehensive and sustained campaigns should be launched by all governments in close collaboration with non-governmental organisations, women's pressure groups, research institutions, as well as the media, and educational institutions and traditional forms of communication. Other positive actions include government initiatives to encourage women to enter a whole range of traditionally male job areas, the introduction of employment equality programmes to integrate women into all economic activities on an equal basis with men, and a special concentration on any measures designed to redress the balance imposed by centuries of discrimination against women.

Another important recommendation is that governments should ensure that the public service is an exemplary equal opportunity employer.

Where equality in political activities and decision-making is concerned the Strategies stress the importance of women participating at all levels of national and local legislative bodies and the duty of governments and political parties to stimulate efforts towards the achievement of equality in the appointment, election and promotion of women to high posts in these bodies. It is considered desirable that governmental departments establish a special office in each department to monitor and accelerate the efforts towards an equitable representation of women. To the same end other measures could be undertaken such as the increase in recruitment and nomination of women to decision and policy positions by publicising posts more widely and by increasing upward mobility and so on. Women should be aware of their political rights and such awareness can, and should be, promoted through a number of different channels including education, non-governmental organisations, trade unions, the media and business organisations. All these should encourage and motivate women to

exercise their rights to vote, to stand for election, and to take part in the political process at all levels together with men.

Political parties and trade unions also have a special responsibility in improving women's participation within their ranks as well as providing the resources and tools for developing skills in the art and tactics of practical politics and effective leadership.

The Strategies also recommend that more women should be appointed as diplomats and to decision-making posts within the United Nations system, including posts in fields relating to peace and development strategies, and that support services - such as educational facilities for families of diplomats and other civil servants stationed abroad, employment of spouses at the duty station where possible, as well as special needs, such as the wish of couples employed in the same service to be posted to the same duty station - should be strongly encouraged.

#### IV. DEVELOPMENT

The Chapter on Development deals with a very wide range of subjects touching most areas of life, such as employment; health; education; food, water and agriculture; industry; trade and commercial services; science and technology; communications; housing; settlement; community development and transport; energy; environment; social services.

Development as referred to in the Nairobi Forward-looking Strategies covers not only the improvement in the quality of life for women in the poorer and developing countries, but is intended to reach out to all women, regardless of the degree to which their nations are industrialised - and measures recommended under this heading generally aim for the realisation of a society in which women can fully and freely partake in a process of growth, - both mental, physical and material.

On a general level the Strategies urge governments everywhere to commit themselves to this aim by working towards the removal of obstacles that prevent women from taking part in effective development as intellectuals, policy-makers, decision-makers, planners, contributors and beneficiaries. It is essential that women take part in the totality of the development process with an equal share of power in guiding development efforts and in benefitting from them.

The 'women-in-development' issue, says the Document, has generally been seen as a welfare problem and consequently has been a low-priority subject in many governments' national policy-planning. Therefore specific women's policies have had little attention, awaiting the attainment of development rather than being instrumental to it.

Women's contribution to development and therefore their right to receive an equitable share of the benefits thereof, should, however, be recognised by governments and be reflected in the full range of development policies and programmes in all sectors, and national plans with specific targets for women in development should be made.

Governments should also be aware of the many ways in which women's involvement in decision-making and management in economic and social structures is linked to the achievement of development, and therefore women should be present in such areas as worker participation in management, industrial democracy, worker self-management, trade unions and co-operatives.

The Strategies urge governments to institutionalise women's issues by setting up appropriate machinery in all sectors of development. In addition they should direct specific attention to effecting a positive change in the attitudes of male decision-makers, and a social awareness of the legal rights of women to participate in all aspects of development - planning, implementation and evaluation - should be created. This is an area in which women's organisations and groups have an important role to play and governments should stimulate their growth and formation by giving financial and organisational support when appropriate.

The Document points out that there has not been sufficient awareness and understanding of the complex relationship between development and the advancement of women to reduce the problems in formulating policies. While during the earlier part of the Decade the belief that economic growth would automatically benefit women was more widely shared, an evaluation of the experience of the Decade has shed considerable doubt on this over-simplified premise. Therefore the need to understand this relationship better and to gather, analyse and disseminate information for more effective policy-making has become greater. Governments, then, should compile gender-specific statistics and information and develop information systems to take decisions and action on the advancement of women. The remunerated and, in particular, the unremunerated contributions of women to all aspects of development are important here and should be measured and reflected in national accounts and economic statistics as well as in the gross national product. Concrete steps should be taken, also, to quantify the unremunerated contribution of women to agriculture, food production, reproduction and household work.

The Strategies emphasise that economic and development measures must not turn out to have an adverse effect on women in any sense. Therefore the impact of science and technology, for example, on women's health, employment, income and status should be assessed and the relevant findings integrated in policy formulation to ensure that women benefit fully from available technology and that any adverse effects are minimised. Another specific example is that in exploring modes for transportation - like those aimed at reducing the heavy burden on women in developing countries carrying farm produce, water and fuelwood as head-loads - efforts should be made to avoid loss of income and employment for women by, for example, attaching costs to transportation facilities that may be too high for them. Similarly where energy is to be used as a substitute for muscle in the performance of the industrial and domestic work of women, care should be taken that women do not lose their jobs and tasks to men.

In order to enhance the self-reliance of women economic independence must be established first. Governments should therefore pay attention to strategies aimed at helping women to generate and keep their own income. Such measures must necessarily focus on the removal of legal and any other barriers that prevent women from using existing credit systems.

Women's organisations, co-operatives, trade unions and professional associations, also, should have access to credit and other financial assistance as well as to training and extension services, and governments should maintain supportive ties with women's grass-roots organisations such as self-help community development and mutual aid societies. Governments should also support local research activities and local experts to help identify ways towards the advancement of women, focussing on the self-reliant, self-sustaining and self-generating social, economic and political development of women.

With regard to improving the self-reliance of rural women, financial, technical, advisory and institutional support should be provided to them with the assistance of women's organisations and groups. If the provision of farm input, primary processing and the wholesale marketing of women's production were improved, women's co-operatives could be promoted to operate on a larger scale. Comprehensive support should thus also be given to women's associations to facilitate the acquisition of farm inputs and information, and to facilitate the marketing of produce.

In the informal sector, also, governments should support women involved in traditional craft and cottage industries as well as their smaller industrial efforts by making available a better access to credits, training facilities, marketing opportunities and technological guidance. Producers' co-operatives should be supported and women should be encouraged to establish, manage and own small enterprises.

The Forward-looking Strategies state that the international economic crisis has tended to hit developing countries the hardest. The Document explains that these countries' gigantic public and private external debts, the inadequate readjustment policies in respect of the negative effects of the economic crisis, linked to protectionism against the exporting efforts of developing countries, as well as the failure to achieve the restructuring of international economic relations on a just and democratic basis, constitute the main reasons why their efforts to attain the objectives of the UN Decade for Women have had little chance of success. Governments are urged to establish multi-sectoral programmes to promote the productive capacity of rural poor women in food and animal production. The reduction of such women's work load could be achieved by various measures, such as the introduction of adequate child-care facilities, a reversal of their pauperisation, improvement of their access to all sources of energy, as well as to adequate water, health, education and transportation facilities.

Appropriate food-processing technologies can also free women from time and energy consuming tasks and thus effect improvements in their health and the possibility to increase their productivity and income, either directly or by freeing them to engage in other activities. The design, testing and dissemination of the technology should be appropriate also to the women who will be the users and, again, non-governmental and women's organisations can play a valuable role in this process.

## Employment

Policies aimed at the advancement of women in all types of employment should provide the means to mobilise public awareness, political support, and institutional and financial resources, so that women can obtain jobs involving more skills and responsibility, including those at the managerial level in all sectors of the economy. Measures should also cover improvement in the occupational mobility of women, especially in the middle and lower levels of the work-force where the majority of women work.

Elimination of all forms of discrimination by legislative measures centring especially on the wage differences yet existing between women and men carrying out work of equal value, is strongly recommended in the Nairobi Strategies. Differences in legal working conditions of women and men should also be done away with where there are disadvantages to women and privileges should be accorded to both male and female parents. Action should also be taken to promote desegregation of employment.

Legislation and action by trade unions should also be effected to ensure equity in all jobs and avoid exploitative trends in part-time work; in this respect the tendency towards the feminisation of part-time, temporary and seasonal work should be tackled as well. Furthermore, the importance of the possibility for all workers to work flexible hours, which would encourage the sharing of parental and domestic responsibilities by women and men, is underlined strongly in the Forward-looking Strategies. Re-entry programmes, complete with training and stipends, should be provided for women who have been out of the labour force for some time. Tax structures also, should be revised so that the tax liability, on the combined earnings of married couples does not constitute a disincentive to women's employment.

Working conditions for women should be improved in all formal and informal areas by the public and private sectors. Protective measures against work-related health hazards should be set up for men and women alike.

Action should also be taken to prevent sexual harassment on the job, or sexual exploitation in specific jobs, such as domestic service. These rights should be enforced by legislative measures, and measures enabling workers to seek legal redress should be taken by governments in this field.

A two-fold attack should be launched on poverty and unemployment. Women should be involved in all phases of planning, and programmes should continue to fight discrimination against women, provide the required supportive services and emphasise ways to generate income. Especial attention should be devoted to the informal sector since this will be the major employment outlet of a considerable number of underprivileged urban and rural women. The co-operative movement could play an indispensable role in this area.

As regards the need to combat unemployment the Strategies Document very positively reflects European Community policy. High unemployment levels persist in many countries and governments should strengthen their efforts to cope with this issue. Given that in many cases women account for a disproportionate share of total unemployment, that their unemployment rates are higher than those of men and that, owing to lower qualifications, geographical mobility and other barriers, women's prospects for alternative jobs are mostly limited, more attention should be given to unemployment as

it affects women. Action to alleviate the consequences of unemployment for women in declining sectors should be forthcoming and in this respect training measures to make the transition to other employment sectors easier should be implemented. The Strategies reflect that although general policies to reduce unemployment, or to create new jobs, may benefit both men and women, they are by their nature often of greater assistance to men than to women. For this reason, specific measures should be taken to permit women to benefit equally with men from national policies to create jobs.

High unemployment among young people, wherever it exists, is a matter of serious concern, and policies designed to deal with this problem should take into account that unemployment rates for young women are mostly much higher than those for young men. Care has to be taken, however, that measures aimed at reducing unemployment among young people should not negatively affect the employment of women in other age groups - for example by lowering minimum wages. Important also, is to make sure women do not face any impediment to employment opportunities and benefits in cases where their husbands are employed.

### Health

In the section devoted to health the paragraph dealing with occupational protective legislation is of particular relevance to the Community. The Strategies recommend that occupational health and safety provisions should equally cover female and male workers. Things to focus on are the risks endangering men's and women's reproductive capabilities, unborn children, as well as any risks to the health of pregnant and lactating women.

The rest of the section centres on the vital role of women as providers of health care both inside and outside the home. Basic services should be created and strengthened for the delivery of health care with due regard to the levels of infant and maternal mortality and the needs of the most vulnerable groups, as well as the need to control locally prevalent endemic and epidemic diseases. The higher professional and managerial positions in health institutions should henceforth be filled with a greater proportion of women and to this end supportive action should be set up to increase the number of women who go into the higher levels of medical training or health-related fields. If women are to be effective in community involvement they should also be represented in national and local health councils and committees. The World Health Organisation's goal of Health for All by the year 2000 can be promoted by a whole range of actions. Health education can help to achieve a change in attitudes and values that are ignorant, discriminatory and detrimental to women's and girls' health. It can also encourage greater sharing by men and women of family and health-care responsibilities. Immediate access to water and sanitary facilities for women should be provided and governments should consult and train women in planning and implementation of water-supply projects. Women need to have access and control over income to provide adequate nutrition for themselves and their children. Generally, governments should try to create more awareness of the special needs of women, such as, for example, the need to take sufficient rest in the last months of pregnancy and while breastfeeding, and the importance of reducing nutritional diseases such as anaemia in women of all ages.

Governments should take action to vaccinate children and pregnant women against certain endemic local diseases as well as other diseases as recommended by the World Health Organisation and differences in the coverage of vaccination between girls and boys should be eliminated. Girls should be vaccinated against rubella before they reach puberty in regions where this disease is prevalent and the quality and preservation of vaccines generally should be of a high standard. The international community should also fight against the trafficking, marketing and distribution of unsafe and ineffective drugs and spread information on their ill effects. Similarly the Strategies Document recommends that fertility-control methods and drugs be made to conform to adequate standards of efficiency and safety.

Health facilities should be such that clinics dealing with maternal and child health-care as well as family planning are easily reached and that opening times do not conflict with women's working hours. Screening tests and treatment of women's common diseases and cancer should be available wherever possible, and with regard to the levels of maternal mortality which are unacceptably high in developing countries, it is emphasised that the reduction of maternal mortality from now to the year 2000 to a minimum level should be a key target for governments and non-governmental organisations including professional organisations. In view of the fact that pregnancy occurring in adolescent girls has an adverse effect on the health and psychological state of both mother and child governments are urged to delay the commencement of child-bearing by raising the age of entry into marriage in countries where this age is still quite low. The Nairobi Strategies point out that all couples and individuals have the basic right to decide freely and informedly the number and spacing of their children. Governments should make available, as a matter of urgency, information, education, as well as the means, to help women and men take family planning decisions. Women should have adequate information on contraceptives, and education for responsible parenthood and family life should be widely available and directed at both men and women. Access to all these services should be encouraged by governments irrespective of their population policies and should be carried out with the participation of women's organisations to guarantee their success.

### Education

To get a clearer view of the totality of measures recommended in the Nairobi Strategies in the field of education, all relevant items from the three Chapters of Equality, Development and Peace have been classed together and will be discussed in this section.

Education is viewed as the basic tool that should be given to women to fulfil their role as full members of society. Governments are urged to include women at all levels of the educational policy-making and implementation process, and one of the main policies to be acted upon should be the revision and adaptation of women's education to the realities of the developing world. The Strategies stress that governments should recognise the need for a body of knowledge on women's studies from the perspective of women themselves. Such studies should then be developed to alter the current models influencing the constitution of knowledge, as these serve to sustain a value system that reinforces inequality. Any new or existing educational services should be directed at women as potential policy-makers, intellectuals, decision-makers, planners, contributors and beneficiaries



with particular attention to the 1960 UNESCO Convention against Discrimination in Education.

Special measures should be taken by governments and the international organisations to eliminate the high rate of illiteracy by the year 2000. Priority programmes are required to overcome the special obstacles that have generally led to higher illiteracy rates among women than among men and efforts to deal with this situation could be directed for example, at the promotion of functional literacy, which places special emphasis on health, nutrition and viable economic skills and opportunities and should therefore appeal to women making the step towards literacy as a more realistic proposition.

The causes of high absenteeism and drop-out rates of girls in the educational system must be addressed. There need to be incentives to ensure that equal opportunities to education, and later to work, are taken advantage of by girls, and this needs to be supported by setting up information networks, by establishing the necessary legislation and by reorienting all educational personnel. Governments should also finance adult education programmes for the benefit of those women who never completed their education or were forced to interrupt their studies owing to family responsibilities or lack of financial resources.

The present educational system, which in many countries is still sharply divided by sex, with girls receiving instruction in home economics and boys in technical subjects should be revised so that curricula and general standards of education are the same for females and males. Text books and other reading materials should be continuously evaluated and updated to make sure that they reflect positive, dynamic and participatory images of women and to present men actively involved in all aspects of family responsibilities. New teaching methods should be encouraged, especially audio-visual techniques to demonstrate clearly the equality of the sexes, and educational personnel should be retrained in order to eliminate all discriminatory gender stereotyping in education.

All educational and occupational training should be flexible and accessible to both men and women. It should aim to improve employment possibilities and promotion prospects for women, including those areas where technologies are improving rapidly - and vocational training programmes should stress the importance of equal opportunity for women at all levels of work and work-related activities. It is important, also, that a fully integrated system of training has direct linkages with employment needs and is pertinent to future employment and development trends - this in order to avoid wastage of human resources.

Strategies on education with regard to the Decade's theme of Peace include the recommendation that children be educated in an atmosphere of understanding, dialogue and respect for others. The provision of children with games, publications and other media promoting or favouring the notion of war, aggression, cruelty, excessive desire for power and other forms of violence, should be discouraged. Governments, educational institutions and non-governmental organisations have an important role to play in the development of a high-quality content and a widespread dissemination of books and programmes on education for peace. Women should take an active part in the creation of those materials, which should include case studies of peaceful settlements of disputes, non-violent movements and passive resistance, and the recognition of peace-seeking individuals.

Co-operation amongst peace researchers, government officials, non-governmental organisations and activists should be encouraged and fostered, and the participation of women in peace research, including research on women and peace, should be promoted.

### Food, Water and Agriculture

The Strategies Document points out that women - as key food producers in many regions of the world - play a central role in the development of food and agricultural production, participating actively in all phases of the production cycle, including the conservation, storage, processing and marketing of food and agricultural products. Their vital contribution to economic development therefore, must be better recognised and rewarded. To this end gender-specific statistics and information accurately reflecting women's contribution to food production should be developed and should influence the restructuring of rural development schemes to respond to women's needs, as well as the allocation of resources between women and men in mixed projects. Development programmes need to be designed in such a way that women are fully integrated at all levels of planning and implementation - this with a view to enhancing their role as food producers and to ensure that they receive proper benefits and remuneration reflecting their important contribution in this field. The Strategies state that if women's participation in food production projects is to be fully successful, such projects need to be located within technical ministries as well as ministries of social affairs. Their participation would also be enhanced if they were given the opportunity to hold official positions, to receive training in leadership, administration and financial management.

The Document also warns that there are indications that poverty and landlessness among rural women will increase significantly by the year 2000. If this trend is to be stemmed governments must, as a matter of priority, set up stable investment and growth policies for rural development and the country's resources - which in many cases are largely derived from the rural areas but spent on urban development - must be reallocated. Rural women's access to land, capital, technology, know-how and other productive resources should be secured. A whole range of rights and benefits should be granted them on an equal basis with men if they are to continue their rural occupations on an economically worthwhile level. They should, for example, be given full rights to land ownership, registration of land titles and allocation of tenancies on irrigation or settlement schemes. They should also benefit from land reform. Their customary land and inheritance right - under conditions of land shortage, land improvement or shifts into cash-cropping - should be protected. Implementation of inheritance laws should be modified so that women can inherit a fair share of livestock, agricultural machinery etc. They should also be supported in their efforts to increase their productivity and income by being given full access to investment finance and training, with priority placed on production, especially of staple foods. The stress on this latter item is connected with the great concern expressed in the Document at the dramatic deterioration in African food and agricultural production, and the resulting alarming increase in the number of people, especially women and children, exposed to hunger, malnutrition and even starvation. The international community is strongly urged to assist African women in their role as food producers by continuing and, where possible, increasing financial assistance, geared especially to training in food technologies so as to alleviate the problems resulting from extended drought and a severe shortage of food. Donor countries should also contribute to the

special funds launched by various organisations for example, the United Nations Development Fund for Women - and emergency aid for famine stricken regions should be a priority.

The importance of training and research in food and agricultural development is underlined in the Nairobi Strategies and women should be fully involved in this area. Research and experimentation should centre around both traditional knowledge and modern technology. Traditional production and storage techniques should be improved and modern technology programmes introducing new crops and improved varieties, rotation of crops mixed farming, low-cost soil fertility techniques, soil and water conservation methods, etc., should be set up.

Great importance is attached to governments concentrating efforts towards the preservation and maintenance free from pollution of any kind of water supply for irrigation purposes, domestic consumption, as well as for the needs of livestock. To this end wells, bore-oles, drains and locally made water-catchment devices should be constructed. Women should be involved in all the stages of water supply planning and should be encouraged to receive training to take responsibility for the management of hydraulic infrastructures and equipment.

In the fields of animal husbandry, fishery and forestry programmes women should participate more effectively, both as contributors and beneficiaries. Governments should also mobilise women in the fight against desertification through large-scale afforestation campaigns, which should concentrate on the planting of woodlots, the use of collective farms and seedlings.

On a more general level the Strategies underline the importance of rural women having access to information. This should be effected through national information campaigns using all available media as well as established women's groups. Campaigns should aim to cover the following range of activities : interesting local populations in creativity and innovation through open-air films, talks, visits of the target groups to areas where needs are similar and demonstrations of scientific and technological innovations (that have been confirmed as ecologically safe); the participation of women farmers in these information campaigns should be welcomed, and action should be taken to involve women in technical co-operation among developing countries and in the exchange of information.

### Industry

The Strategies state that women should be enabled to participate increasingly in policy-making and decision-making at all levels of industry. Governments should expand women's employment opportunities, and direct their efforts to avoid the exploitation of female labour. Improvements in the earnings and working conditions of women in the traditional and self-employed sectors of both the rural and urban economy should be made.

Appropriate legislation in the field of female employment should be adopted and implemented at the national level. Such legislation should be in accordance with international labour standards and should aim to remove

discriminatory practices concerning employment conditions, health and safety, and to guaranteeing provisions for pregnant women and maternity benefits and childcare. Similarly social security benefits should be guaranteed to women on an equal footing with men. Efforts to get more female workers recruited in new capital-intensive, high productivity sectors should be encouraged.

The problems related to the industrial development of the developing countries reflect the dependent nature of their economies and the need to promote industries based on processing domestic agricultural production as a prime issue of development. Women are an important part of the agricultural work-force, and this fact should be taken into account in any action taken to counter the present situation. Further factors that should be borne in mind by governments are the link between agriculture and industry; the need to eliminate all obstacles to industrialisation (such as energy, limited markets, the rural exodus, poor infrastructure, the lack of technical know-how and of financial resources, etc), the need for women's equal and increased participation in industry which could be secured partly by their access to adult education and in-service programmes as well as by encouraging them to take part in collective organisations including trade unions; the benefit of promoting industrial co-operation among developing countries; the benefit of assistance from international organisations and developed countries to developing countries in their industrialisation effort and the integration of women into that process.

#### Trade and Commercial Services

The Nairobi Strategies name a number of measures that could be taken for the benefit of women working in, or having to deal with areas of trade and commerce. Thus legislative and administrative barriers preventing women from having an equal access to finance and credit facilities should be removed. Positive measures such as giving loan guarantees, technical advice and marketing development services should also be considered.

Governments need to further support women traders by improving infrastructure and management of markets, as well as transportation and social services; opportunities to receive training in subjects such as book-keeping, finance, packaging etc., should also be available to women traders. Efforts should furthermore be made to encourage enterprises to train women in economic sectors that traditionally have been closed to them. This would promote the diversification of women's employment and would help to eliminate gender bias from labour markets.

#### Science and Technology

The effective participation of women in the decision-making and implementation process related to science and technology, including planning and setting priorities for research and development, and the choice and application of science and technology for development should be enhanced. The Strategies stress the importance of the need for governments to assess the impact of science and technology on women's employment in the various sectors of the economy, and to ensure that women benefit fully from available

technologies and that any adverse effects are minimised.

Women should be actively involved in activities regarding the peaceful uses of outer space and should take part in all decision-making in this area. In order to be able to do so they should have access to advanced education and training and should be encouraged to study science, mathematics and engineering at university level. Information on the peaceful uses of outer space should be made available to all women and women's organisations in all countries.

Women with appropriate skills should be employed at managerial and professional levels and not be restricted to working in service-level jobs. Working conditions for women in the science and technology fields should be improved to eliminate discriminatory classification of jobs and to protect their right to promotion. Efforts should be made to make sure that women obtain their fair share of jobs at all levels in new technology industries.

### Communications

The Strategies recognise the critical role of the communications sector in eliminating stereotyped images of women. If this is to be done successfully, the participation of women must be increased at all levels of communications policy and decision-making, as well as in programme design, implementation and monitoring. The media's portrayal of stereotyped images of women and also that of the advertising industry can have a profoundly negative effect on attitudes towards and among women. Women should be fully involved in the choice and development of alternative forms of communication and should have an equal say in the determination of the content of all public information efforts. The cultural media, including ritual, drama, dialogue, oral literature and music all have an important role in development efforts to enhance communication. Financial support should be available for women's own cultural projects aimed at changing the traditional images of women and men, and international co-operation regarding information on the experiences of women, and to enhance the awareness of accomplishments already made and tasks that remain to be fulfilled, should be stimulated.

In addition the enrolment of women in publicly operated mass communications networks and in education and training should be increased, and organisations aiming to promote the role of women in development as contributors and beneficiaries should be supported in their efforts to establish effective communications and information networks.

### Housing, Settlement, Community Development and Transport

The Strategies call for women to be much more prominently involved in housing and infrastructure projects. More women should move into architecture, engineering and related fields so that they can take part more effectively in professional and decision-making positions. Women should be provided with construction, maintenance and management skills so that they could be involved in the management of facilities, and could be consulted to more effect in formulating the specific needs of women to be incorporated in housing, community development, slum and squatter projects, and so on. Women should also have access to housing and improvement credits and existing legislation or administrative practices endangering women's ownership and

tenancy rights should be revoked. There should also be special attention for the problems of women who are sole supporters of their family, and low-cost housing and facilities should be provided to them.

On the subject of transport the Strategies state that all measures designed to improve land, water and air transport should take into account the needs of women both as producers and consumers. National and local decisions concerning policies on subsidies, pricing, choice of technology for construction and maintenance should be based on consideration of the possible impact on the employment, income and health of women. In the design and choice of vehicular technology the needs of women, especially those with young children should be kept in mind. Women transport operators and owners should be provided with better credit facilities and should have an equal access to the allocation of contracts. This is particularly important for women's groups and collectives, especially in rural areas, that are usually well organised but are cut off from serviceable means of transport and communication.

### Energy

The Nairobi Strategies recommend that energy consumption be rationalised and energy systems be improved. Women should be trained as producers, users and managers of energy sources. Education and training should prepare women to take an equal part in decision-making in this area. Grass-roots participation of women in energy-needs assessment should be supported and assessment of new energy sources, technologies and delivery systems should specifically consider the reduction of the drudgery that constitutes a large part of the work of poor urban and rural women. In view of the implications of increasing energy costs and the current threats posed by inflation, immediate attention should be given to fuel conservation methods and improved or new sources of energy, such as biomass, solar and wind energy, geothermal and nuclear energy, as well as mini-hydroelectric power plants - this is especially relevant to low-income countries where a high percentage of domestic use in total energy consumption is prevalent. Information on all these possibilities should be made available to women's associations and non-governmental organisations for further dissemination to women everywhere.

New programmes, such as farm-woodlot development should be undertaken to prevent the depletion of forests, with involvement of both men and women. In the commercialisation of fuelwood energy, care should be taken that women do not lose their sources of income to middlemen and urban industries.

### Environment

Under this heading the Strategies state that deprivation of traditional means of livelihood is most often a result of environmental degradation, resulting from such natural and man-made disasters as drought, floods, hurricanes, erosion, desertification, deforestation and inappropriate land use. Women affected by such disasters need options for alternative means of livelihood. Women must also have the same opportunity as men to participate in the wage-earning labour force in such programmes as irrigation and tree-planting and in other programmes needed to upgrade urban and rural environments. Urgent steps need to be taken to strengthen the machinery for

international economic co-operation in the exploration of water resources and the control of desertification and other environmental disasters. Governments should also take steps to disseminate information aiming to improve the self-help potential of women in conserving and improving their environment.

### Social Services

Throughout the Document the Nairobi Strategies refer to the importance of the availability of an adequate social infrastructure. The weight this issue carries is underlined again in a separate section dealing with this subject.

Governments are urged to give priority to the development of social infrastructure, such as adequate care and education for the children of working parents, whether such work is carried out at home, in the fields, or in the factories - this with the aim of reducing the "double burden" of working women in both urban and rural areas. Governments should likewise offer incentives to employers to provide child-care services and the possibility for both men and women to work flexible working hours. The Document also calls for Government action to establish organisations for consumer protection, to protect the public from unsafe goods, dangerous drugs, unhealthy foods and unethical and exploitative marketing practices. Governments should also take measures to identify, prevent and eliminate all violence, including family violence against women and children. They should also aim at making women conscious that maltreatment is a form of violence against which they have the right (and the duty) to fight, whether they are themselves the victims or the witnesses. Long-term machinery should moreover be set up to offer aid and guidance for maltreated women and children, as well as the people, often men, who maltreat them.

### V. PEACE

Despite the achievements of the Decade, women's involvement in governmental and non-governmental activities related to peace, as well as in education for peace and peace research, has remained limited.

The Strategies point out, however, that universal and durable peace cannot be attained without the full and equal participation of women in international relations, and particularly in decision-making concerning peace. It is important therefore to increase women's understanding and awareness of constructive negotiations aimed at reaching positive results for international peace and security and to encourage women to participate in these issues. To this end governments which have not already done so should undertake all appropriate measures to eliminate existing discriminatory practices towards women and to provide them with equal opportunities to join, at all levels, the civil service, to enter the diplomatic service and to represent their countries as members of delegations to national, regional and international meetings, including conferences on peace, conflict resolution,

disarmament, and meetings of the Security Council and other United Nations bodies. Important, in this context, is for governments to provide information to women on opportunities for such participation in the public service. Women should also be encouraged and given financial support to take university courses in government, international relations and diplomacy in order to obtain the necessary professional qualifications for careers in fields relating to peace and international security.

The Nairobi Strategies observe that the major obstacles to human progress, and specifically to the advancement of women, lie in the threat to peace resulting from continuing international tension. The Document lists as the worst barriers to human progress, the unabated arms race, particularly in the nuclear field, wars, armed conflicts, external domination, foreign occupation, acquisition of land by force, aggression, imperialism, colonialism, neo-colonialism, racism, apartheid, gross violation of human rights, terrorism, repression, the disappearance of persons, and discrimination on the basis of sex. The elimination of all these obstacles to international peace, which are reinforced by historically established hostile attitudes and by a lack of tolerance and respect for different cultures and traditions, should be a priority concern for all governments. The arms race in particular should be halted in its course and resources used to fuel the arms race should be diverted to the more profitable purposes of developmental and humanitarian progress.

The Document warns that humanity is confronted with the choice between halting the arms race and proceeding to disarmament, or the possibility of annihilation and states that the growing opposition of women to the danger of war, especially a nuclear war, and their support for disarmament, must be respected. States should be encouraged to ensure unhindered flow and access to information with regard to the various aspects of disarmament, so as to avoid the dissemination of false and tendentious information. Publicity should also be given by governments and non-governmental organisations to the main treaties concluded in the fields of arms control and disarmament, and more should be done to mobilise women to overcome social apathy and helplessness in relation to disarmament and the implementation of these agreements.

On the subject of women in areas affected by armed conflicts, foreign intervention and threats to peace, the Strategies state that armed conflicts and emergency situations impose a serious threat to the lives of women and children, causing constant fear, danger of displacement, destruction, devastation, physical abuse, social and family disruption, and abandonment. They can also result in complete denial of access to adequate health and educational services, loss of job opportunities and overall worsening of material conditions. International instruments, providing a general framework for the protection of civilians in times of hostilities and the basis of provisions of humanitarian assistance and protection to women and children as well as the measures proposed in the 1974 Declaration on the Protection of Women and Children in Emergency and Armed Conflict (General Assembly resolution 3318 (XXIX)), should be taken into account by governments.

In the context of women and children living under the regime of apartheid, the Document refers to the Programme of Action of the World Conference to Combat Racism and Racial Discrimination (1978) which provides an overall framework for action. Its objectives are to eradicate apartheid and to enable black African people in South Africa - the most oppressed group amongst whom are women and children - to enjoy their full sovereign rights



in the country. The Strategies moreover urge governments that have not already done so to sign and ratify the International Convention on the Suppression and Punishment of the Crime of Apartheid (1973).

On the subject of the difficult living conditions in camps and outside, that Palestinian women and children have had to face for more than three decades, the Nairobi Strategies state that apart from the fact that Palestinian people must recover their rights to self-determination and the right to establish an independent State, the special and immediate needs of Palestinian women and children should be identified and appropriate provisions made. This includes the setting up of projects to help Palestinian women in the fields of health, education and vocational training.

On a more general level the document stresses the importance of the role of all women and men as informal educators in the process of bringing up younger generations in an atmosphere of compassion, tolerance, mutual concern and trust, with an awareness that all people belong to the same world community. Any such action, also to be taken at family and neighbourhood levels, as well as at national and international levels, should aim to achieve a peaceful social environment compatible with human dignity.

## VI. AREAS OF SPECIAL CONCERN

In this Chapter the Strategies turn to those women who because of their special characteristics experience not only the problems common to all women, but also specific difficulties due to their socio-economic status, health, age, minority situation, or a combination of these factors.

With regard to women in areas affected by drought the Strategies observe that the phenomenon of drought and desertification has grown and developed incessantly during the Decade, no longer affecting merely some localities in a single country, but several entire countries. In view of the particularly miserable situation in these States, in which famine and a far reaching deterioration of the environment set in as a result of the desertification process, steps should be taken by the international community to intensify efforts for the formulation and implementation of programmes aimed at food security and self-sufficiency, in particular by the optimum control and exploitation of hydro-geological resources. Measures should also be taken to involve women more closely in the design, implementation and evaluation of the programmes envisaged and ensure ample access for them to the means of production, processing and preservation techniques.

On the subject of urban poor women the strategies note that it can generally be expected that by the year 2000 close to half the number of women in the world will be living in urban areas, and that it is envisaged that there could be a considerable increase in the number of poor women among them. To deal effectively with this issue, governments should organise multi-sectoral programmes with emphasis on economic activities and the elimination of discrimination. In this context particular attention should be devoted to the informal sector, which constitutes a major outlet for employment of a considerable number of urban poor women.

Under the heading elderly women the Strategies refer to the International Plan of Action on Aging adopted by the World Assembly on Aging in 1982, which apart from recommending actions applicable to both men and women, recognises a number of specific areas of concern for elderly women. Their longer life expectancy, for example, frequently means an old age aggravated by economic need, particularly for those women whose lifetimes were spent in unpaid and unrecognised work in the home with little or no access to a pension. For this reason long-term policies are needed, directed towards providing social insurance for women in their own right. Governments should explore the possibilities of employing elderly women in productive and creative ways and encourage their participation in social activities. Research should also be directed towards the slowing down of premature aging, due to a lifetime of stress, excessive work-load, malnutrition and repeated pregnancy.

With respect to young women initiatives begun for the 1985 International Youth Year should be expanded so that young women are protected from abuse and exploitation and assisted to develop their full potential. Access to the educational and vocational training of young women in all fields of occupation should be improved and assistance to young women and girls should be given. Special retraining programmes for teenage mothers and girls who have dropped out of school should be developed and the problems of sexual harassment and exploitation in employment should be given particular attention.

On the subject of abused women the Strategies note that gender-specific violence is increasing and that governments should affirm the dignity of women as a priority action. In addition to immediate assistance to women victims of violence, governments should undertake to increase public awareness of violence against women as a societal problem, and should take measures to eliminate such violence, in particular by suppressing degrading images and representations of women in society.

To counter the increase in the numbers of destitute women in the developing and developed countries the Strategies urge governments to ensure that the special needs of these women are given priority in both the Nairobi Forward-looking Strategies as well as the Development Strategy for the Third United Nations Development Decade.

With regard to women victims of trafficking and involuntary prostitution the Document recommends that urgent consideration should be given to the improvement of international measures to combat trafficking in women for the purposes of prostitution. Governments should also endeavour to co-operate with non-governmental organisations to create wider employment possibilities for women. In addition strict enforcement provisions must be taken to stem the rising tide of violence, drug abuse and crime related to prostitution.

In relation to women deprived of their traditional means of livelihood - often as the result of excessive and inappropriate exploitation of land - the Nairobi Strategies reiterate the need for the establishment of measures to draw up national conservation strategies aimed at incorporating women's development programmes, with an emphasis on issues such as irrigation and tree planting and also orientation in the area of agriculture.

The Strategies observe that the number of women who are the sole supporters of their families is on the increase. Owing to the particular difficulties (social, economic and legal) which they face, many such women

are among the poorest people concentrated in urban informal labour markets and constitute large numbers of the rural unemployed and marginally employed. The assumptions that underlie policies and legislation that confine the role of supporter, or head of household, to men, should be identified and eliminated. Special measures such as the provision of accessible quality child-care should be taken to assist those women in their double role and to enable them to take part in education, training programmes and employment.

On the subject of women with physical and mental disabilities the Strategies recommend that governments should adopt the Declaration on the Rights of Disabled Persons (1975) and the World Programme of Action concerning Disabled Persons (1982) which provide an overall framework for action and also refer to problems specific to women. Community-based occupational and social rehabilitation measures, support services to help them with their domestic responsibilities, as well as opportunities for such women to take part in all aspects of life should be provided.

With reference to women in detention and subject to penal law the Strategies state that the number of women in detention has increased over the Decade and is expected to continue doing so. Women deprived of freedom are exposed to various forms of physical violence, sexual and moral harassment. The conditions of their detention are often below acceptable hygienic standards and their children are deprived of maternal care. Governments should act on the recommendations of the Sixth United Nations Congress on the Prevention of Crime and the Treatment of Offenders, held at Caracas in 1980, bearing in mind the special reference in the Caracas Declaration to the "fair and equal treatment of women".

Under the heading Refugee and displaced women and children the Strategies discuss the plight of refugees and displaced women, who in many cases are exposed to a variety of difficult situations affecting their physical and legal protection as well as their psychological and material well-being. Problems of physical debility, physical safety, emotional stress and socio-psychological effects of separation or death in the family, as well as changes in women's roles, together with limitations often found in the new environment including lack of adequate food, shelter, health care and social services, call for specialised and enlarged assistance. The Document states that the potential and capacities of refugee and displaced women should be recognised and enhanced and the international community, in an expression of international solidarity and burden-sharing, should continue to provide relief assistance and also launch special relief programmes taking into account the specific needs of refugee women and children in countries of first asylum. Similarly relief assistance and special relief programmes should also continue to be provided to returnees and displaced women and children. Legal, educational, social, humanitarian and moral assistance should be offered as well as opportunities for their voluntary repatriation, return or resettlement.

With regard to migrant women the Document observes that the Decade has witnessed the increasing involvement of women in all forms of migration, including rural-rural, rural-urban and international movements of a temporary, seasonal or permanent nature. In addition to their lack of adequate education, skills and resources, migrant women may also face severe adjustment problems due to differences in religion, language, nationality and socialisation, as well as separation from their original families. Such problems are often accentuated for international migrants as a result of the openly expressed prejudices and hostilities, including violation of human

rights in host countries. Thus the situation of migrant women - who are subject to double discrimination as women and as migrants - should be given special attention by the governments of host countries, particularly with respect to protection and maintenance of family unity, employment opportunities and equal pay, equal conditions of work, health care, benefits to be provided in accordance with the existing social security rights in the host country, and racial and other forms of discrimination. Particular attention should also be given to the second generation of migrant women, especially with regard to education and professional training, to allow them to integrate themselves in their countries of adoption and to work according to their education and skills.

As concerns minority and "indigenous" women the Nairobi Strategies note that some women are oppressed as a result of belonging to minority groups or populations which have historically been subjected to domination and suffered dispossession and dispersal. These women suffer the full burden of discrimination based on race, colour, descent, ethnic and national origin and the majority experience serious economic deprivation. Governments in countries in which there are indigenous and minority populations should ensure respect for the economic, social and cultural rights of these women and assist them in the fulfillment of their family and parental responsibilities and in their efforts to find employment or to participate in income-generating activities and projects. As far as possible, governments should ensure that these women have access to all services in their own languages.

## VII. INTERNATIONAL AND REGIONAL CO-OPERATION

In the last Chapter of the Document the Strategies deal not so much with the specific actions relating to areas in which the situation of women needs to be improved by national governments, as with the progress that could be achieved for the advancement of women if co-operation on both international and regional levels was to be improved and made more effective. The Document says that during the Decade insufficient attention has been devoted to the goals and objectives of the Decade at the international level, largely as a result of international tensions which have caused the scope and ability for international and regional co-operation to be diverted to other, more negative purposes.

Measures to counter this unfavourable situation concern the improvement in international monitoring systems; technical co-operation, training and advisory service; institutional co-ordination; research and policy analysis, women in decision-making at international and regional levels, and information dissemination.

The Strategies consider that international monitoring should be based on the reviews made at regional, subregional and national levels, of action taken and progress achieved in the context of the objectives of the Decade and of the Forward-looking Strategies during the period 1986 to the year 2000. The national reviews should be made on regular requests from the United Nations Secretariat and should be in accordance with statistical reporting formulas developed by the Statistical Commission, in consultation with the Commission on the status of women. The action taken and progress

achieved at national level should reflect consultation with non-governmental organisations and integration of their concerns at all levels of government planning, implementation and evaluation. All this information should enable the Commission on the Status of Women to carry out comprehensive and critical reviews of progress achieved world-wide in implementing the provisions of the Plans, Programmes and Strategies resulting from the Decade. To enable the Commission to carry out its important monitoring tasks, high-level expertise and representation on the Commission should be given priority, including officials with substantive policy responsibilities for the advancement of women.

The document states that more impetus is needed with regard to measures of technical co-operation, training and advisory services directed towards improving women's status at the international, interregional and regional levels, including co-operation among developing countries. Technical co-operation should be approached with a new concept that will break the cycle of dependency, emphasise local needs and use local resources. Innovative demonstration projects, particularly with respect to the integration of women in non-traditional sector activities, should be an essential element in such co-operation activities. Technical co-operation among developing countries should be strengthened, particularly by promoting the exchange of experience, expertise, technology and know-how, and the need for relevant, transferable and appropriate information should be a priority of regional co-operation.

Agencies which do not have specific guidelines or project procedures relating to women in development linked with the other aims of the period up to the year 2000, should ensure that they are developed. Such guidelines and procedures should apply to all aspects of the project cycle and each project document should contain a strategy to ensure that the project has a positive impact on the situation of women. Substantive staff training is needed to enhance the ability of staff to recognise and deal with the centrality of women's role in development, and adequate resources must be made available for this purpose. The Document adds that implementation of policies concerning women is the responsibility of the particular organisation as a whole and that responsibility is not merely a matter of personal persuasion. Therefore adequate systems allocating responsibility and accountability should be developed.

The United Nations system and aid agencies should provide assistance for programmes which strengthen women's autonomy, so that women are better able to define and defend their own interests and needs. International non-governmental organisations, including trade unions, should be encouraged to involve women in their day-to-day work, and their capacity to reach women and women's groups should receive greater recognition and support and should be fully utilised by international and governmental agencies involved in development co-operation.

The Nairobi Strategies recommend that there should be co-ordination and reviews throughout the system, of all relevant United Nations activities in the field of women's issues. The United Nations system should also explore ways and means of developing further collaboration between its organisations (including the regional commissions, the International Research and Training Institute for the Advancement of Women and the United Nations Fund for Women) in particular as regards the holding of United Nations World Conferences on women on a regular basis. The Document here

recommends that "at least one World Conference be held during the period between 1985 and the year 2000, taking into account that the General Assembly will take the decision on the holding of the Conference in each case within existing financial resources."

While international and regional organisations have been called upon during the Decade to advance the position of their women staff, the results are considered to have been highly uneven, the situation having actually worsened in some cases during this period. In particular women are absent from the senior levels, which seriously limits their influence on decision-making. All United Nations bodies, as well as the regional commissions and the specialised agencies should therefore take all measures necessary to achieve an equitable balance between women and men staff members at managerial and professional levels in all substantive areas by the year 2000. These measures should include the preparation and implementation of comprehensive affirmative action plans including provisions for setting immediate targets and for establishing and supporting special mechanisms, for example, co-ordinators, to improve the status of women staff. Progress on these measures should be reported to the General Assembly, the Economic and Social Council and the Commission on the Status of Women on a regular basis.

The Nairobi Document further suggests that a whole range of research activities should be undertaken by United Nations bodies, including research on establishing effective institutional arrangements at the national level for the formulation of policies on women, including guidelines and summaries of national case studies.

Research should also be undertaken on the positive and negative effects of legislative change, the persistence of de facto discrimination and conflicts between customary and statutory laws.

In the context of the Third United Nations Development Decade the implication for women of international decisions on international trade and finance, agriculture and technology transfer should be assessed by the United Nations system. Generally the activities of the International Research and Training Institute for the Advancement of Women should be supported and strengthened in its work for the improvement of the status of women.

The Nairobi Strategies also stipulate that international programmes should be designed and resources allocated to support national campaigns to improve public consciousness of the need for equality between women and men and for eliminating discriminatory practices. Studies must be carried out by the UN system so that adequate steps can be taken to promote the elimination or reduction of sex stereotyping in the media. The mass media, including United Nations radio and television, should be used to disseminate information on progress in achieving the goals of the Decade and on implementing the Forward-looking Strategies.

The Document ends by urging governments and the organisations of the United Nations, including the regional commissions and the specialised agencies, to give the Forward-looking Strategies the widest publicity possible and to ensure that their content is translated and disseminated in order to make authorities and the public in general, especially women's

grass-root organisations, aware of the objectives of the Document and of the recommendations contained therein.

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After the consensus approval of the Strategies by the Conference the Document was submitted to the 40th regular session of the United Nations General Assembly which was held in New York in December 1985. Two important points in the resolution on the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women adopted by the General Assembly, were that it 1) adopted the Forward-looking Strategies, and 2) invited all governments to take measures for their early and effective implementation.

This means that the Document is now part of official United Nations policy, to be implemented within the United Nations system itself and in all UN Member States world-wide.

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## Chapter FIVE

### THE RESOLUTIONS

The Conference received proposals for 105 resolutions which were mostly drafted by participants in Nairobi itself. The draft resolutions were distributed between the two main committees for discussion and approval and in this they were assisted by various informal and formal working groups which reviewed and - whenever feasible - combined the resolutions.

In spite of their frantic efforts the Committees did not manage to discuss all the draft resolutions by the time they had to wind up. The Plenary similarly ran out of time and at the 20th (closing) plenary meeting it was agreed that since, owing to the lack of time, the Conference had been unable to take action on any of the draft resolutions submitted by delegations, they should all, whatever their fate had been in the relevant committee, be appended to the report of the Conference in their original, amended or amalgamated form.

The Community proposed two resolutions to the Conference. One of these was a broad text on future perspectives and equal opportunities; the other was devoted more specifically to women's education, training and job promotion. The first, which was accepted by the main Committee responsible was drafted in Community co-ordination at the initiative of Madame Yvette Roudy, French Minister of Women's Rights, and the second, which was not adopted in the committee for tactical reasons, had originally been drafted by the Danish delegation but was afterwards taken up and tabled by all the Member States on behalf of the European Community.

The resolution on future perspectives and equal opportunities stresses not only the need for legislative measures to ensure equal treatment between men and women, but also the importance of counteracting de facto inequalities. The resolution also calls for actions aimed at promoting the diversification of vocational choices and the desegregation of employment. On the theme of women and development the resolution underlines the need for improvement to access by women in developing countries to all aspects of training, to credit and to co-operative organisations as well as to appropriate technology aimed at alleviating the arduous nature of their tasks.

The resolution on women and education, training and job promotion links female unemployment as well as the fact that women are largely still occupied in the lowest paid, monotonous and automation-threatened jobs, with the different levels of education between men and women and the lack of appropriate and specialised qualifications of women, which are the result of still existing traditional views on sex roles. The above resolutions (which are reprinted in full at the end of the Chapter) reflect issues that have long been an area of main concern in the Community's policies.

It is clearly impossible to discuss all 105 resolutions proposed to the Committees and therefore only those especially relevant to Community interests will be touched on. They concern unemployment, education, new technologies, the improvement of conditions of work and life, migrant women, as well as disabled women.



In the first resolution mentioned here, concerning unemployment, (co-sponsored by Greece and Spain) governments and other appropriate bodies are asked to take action against a further deterioration of working conditions, real wages and social benefits, which has resulted from the scarcity of jobs. It also calls for job creation programmes in industries, for the elimination of segregated employment markets, and for the reduction of working hours without the reduction of wages.

The resolution entitled 'women and education: perspectives for the year 2000' (which was co-sponsored by Belgium) in many ways covers the same ground as the resolution on education tabled by the Community. It furthermore draws attention to the high rates of illiteracy and school drop-outs among girls and the necessity to remedy this situation by adopting measures on adult literacy training and by supporting schemes to facilitate a more flexible entry and re-entry to education.

The resolution on women and new technologies (co-sponsored by Belgium, Germany and Italy) points out that while the current technological and scientific revolution can be a great opportunity for progress, this can only be the case for women if they are able to control the process of change and to participate in it. Governments are therefore called on to involve women equally with men in the assessment, choice, acquisition and adaptation of technology and to pursue measures aiming at an equal access for men and women to training in technological and scientific subjects. Other items on which action must be taken include positive actions to overcome occupational segregation and to improve career prospects, and the need for governments to stimulate education and training for women and girls so that they can enter the applied and decision-making field in the new technology area - this in order to effect an increase in the female work-force in the new occupations.

The resolution on improving the conditions of work and life originally consisted of four different resolutions but was eventually merged into the present one. It was co-sponsored by Belgium, France, Greece, Italy, the Netherlands and Spain. The first part is concerned with family responsibilities and points to the fact that women continue to bear the major responsibility for the care of the family and are therefore hampered in their participation in the labour market. Recommendations range from measures for job re-entry schemes after an absence from work due to looking after the family, to the establishment of child-care facilities and support services, as well as arrangements for flexible working time and the progressive reduction of working time.

The section on parental leave demands measures to institute leave for parents to enable them to share the caring of their children during the first period of their lives, on the grounds that men and women must be enabled to participate on an equal footing in all spheres of social, economic and political life.

The section on equal pay calls for governments to ensure the principles of equal pay for equal work performed by men and women, and for effective machinery to implement this principle, including facilities to advise and support workers with complaints in the field of equal remuneration. The last section which covers fair employment practices stresses the need for the elimination of all employment policies and practices that discriminate against women, in areas such as recruitment, career prospects, social security schemes, pensions, and so on. This would also involve the regulation of all patterns of work (including casual, part-time, home-based, and domestic work areas in which many women are employed.)

The resolution on migrant women draws attention to the fact that migrant workers, and particularly women, are still not entitled in many countries to exercise their fundamental human rights. It emphasises the need for international co-operation on all aspects of labour migration, including the situation of migrant women as regards their housing conditions, health status, access to social services and health care, educational needs as well as their protection under existing labour legislation.

The final resolution to be discussed here - improvements on the condition of women of all ages with disabilities and of women who have a person with a disability in their family, - was co-sponsored by Belgium, France, Germany, Italy and Spain. Apart from recommending measures concerning disabled persons in general, it also invites states to adopt measures in their national planning for the provision of services and structures for disabled persons, to help people (often women) burdened with the care of a disabled member of their family, to lead as normal a life as possible.

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After the Conference realised that there was no time left to deal with all 105 resolutions put to it, it was decided that they would be brought to the attention of the next General Assembly for consideration and action as appropriate. This, however, ended in the General Assembly merely noting the resolutions at its 40th session in New York in December 1985 - and thus no further action concerning them was taken.

### Texts of the Two Resolutions Proposed by the European Community

#### 1. Future perspectives and equal opportunities

The World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace,

Recognising the importance of the United Nations Decade for Women and the stimulus it has provided for improving the status of women at national, regional and international levels,

Bearing in mind the efforts remaining to be accomplished for improving the status of women and for ending the discriminations to which they are exposed in numerous regions of the world and at various levels of society,

Considering that legislative provisions on equal treatment are not in themselves sufficient to eliminate de facto inequalities existing in social structures and attitudes, if they are not accompanied by parallel and simultaneous actions, at all levels of society, to counteract the de facto inequalities affecting women,

Conscious, moreover, of the necessity, in a period of economic crisis, to intensify actions for women at both national and international levels with a view to promoting the achievement of equal opportunities in practice, particularly in respect of access to employment, vocational training and working conditions,

Underlining the importance of supporting women in developing countries with a view to enhancing women's work, improving their living conditions, expanding their role and improving their status in the production and development process,

Bearing in mind the resolution on equal opportunities and equal treatment for men and women in employment adopted by the International Labour Conference at its seventy-first session,

1. Recommends that legislative efforts to guarantee equality in law be pursued and that appropriate bodies with sufficient expertise ensure that equal treatment between men and women is respected;

2. Decides that positive action aimed at compensating for de facto inequalities linked with attitudes and stereotypes must be developed with a view to promoting equal opportunities in practice;

3. Calls upon all parties concerned to develop actions aimed at promoting diversification of vocational choices and desegregation of employment, in particular by encouraging women's participation in sectors and occupations in which they are under-represented and especially in emerging sectors linked with the introduction of new technologies;

4. Encourages Governments to adopt the measures necessary to ensure that the economic situation has no discriminatory effects against women and that the principle of the equal right of men and women to economic independence is respected;

5. Invites Governments, intergovernmental organisations, non-governmental organisations and specialised agencies to pay particular attention to access by women in the developing countries to all aspects of training, to more advanced technologies, to credit and to co-operative organisations, as well as to appropriate technology aimed at alleviating the arduous nature of their tasks;

6. Requests that action be taken at the national, regional, sub-regional and international levels to implement the provisions contained in the Forward-looking Strategies of implementation for the advancement of women and concrete measures to overcome obstacles to the achievement of the goals and objectives of the United Nations Decade for Women for the period 1986 to the year 2000: Equality, Development and Peace;

7. Recommends that such action be regularly assessed at all levels,

8. Recommends to the General Assembly that it adopt at its fortieth regular session, in the light of the results of the World Conference, the appropriate measures to put into effect the above-mentioned action programme;

9. Recommends to the General Assembly that at its fortieth regular session, it instruct the Commission on the Status of Women to continue its work in line with the decisions which the General Assembly may take, particularly with regard to the periodicity of its sessions.

2. Women and education, training and job promotion

The World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace,

Noting that the number of women workers has nearly doubled during the latest 25 years,

Considering that women to a great extent still occupy the lowest paid, monotonous and automation-threatened jobs,

Concerned that the female unemployment rate is generally more serious than that of men, i.e. women are more often and for longer periods rendered jobless,

Aware that women's special lack of job opportunities is often the result of traditional and stereotyped views on sex roles, resulting inter alia in different levels of education between men and women, and in a lack of appropriate and specialised qualification of women,

Conscious that to some extent women's narrower choice of occupation and different level of aspirations plays a part in their weaker position at the labour market,

1. Calls upon specialised agencies, such as the ILO and UNESCO, to promote the understanding of the importance of women's equal admission to the labour market and occupation, on an equal footing with men, at all levels, including the top executive levels;

2. Appeals to INSTRAW (United Nations Institute for Training and Research for the Advancement of Women) and other relevant national and international research institutions to study the obstacles to women's equal job opportunities, and, if possible, to set forward action-oriented proposals aimed at reverting the uneven situation;

3. Requests research institutions to establish research by, about and for women, making more visible women's contributions and views;

4. Calls upon Governments, other authorities, institutions, parents and employers to pay special attention to girls' school education at all levels and to opening girls' minds to new possibilities, with a view to:

(a) Broadening girls' choice of courses and vocational education and encouraging girls' entering into new fields of employment or fields previously the domain of men;

(b) At the same time securing that the girls/women pioneers are not by themselves and thus in an isolated situation, but making provisions for more girls/women to go together into non-traditional fields and thus enabling them to support each other;

(c) Changing negative attitudes towards the capabilities of female employees;

(d) Opening the eyes of authorities, social partners, teachers and vocational guides for the advantages of breaking down the gender monopoly in many occupations;

(e) Attaching special consultants on equality on the labour market to institutions responsible for assignment of work and employment exchange;

(f) Recognising the use of positive action, for instance extra job training, as a provisional means to bringing about a more equal job distribution between men and women; and

(g) If necessary, changing the contents of jobs and occupations to better correspond with women's conditions, interests, values and expectations.

## Chapter SIX

### THE FORUM '85

Held from 10 - 19th July 1985 at Nairobi, the Forum '85 was a non-governmental World meeting for women, running parallel to the UN World Conference ending the Decade for Women held at governmental level. Open to anyone interested, whether or not they represented non-governmental organisations (NGOs), the Forum's main objective was to gather people from the world over to one spot to meet and exchange ideas, to understand and learn from each other's experiences and to formulate actions for improving the condition of women after 1985.

Unlike previous events in Mexico and Copenhagen this Forum was officially incorporated in UN organisational activities for the end of the Decade. Preparations were co-ordinated by a large preparatory committee consisting of those in charge of the discussion of the main themes at the Forum, as well as the presidents of the NGO committees on the Status of Women from New York, Geneva and Vienna, and a number of individuals dealing with the financial and public relations side of the work in hand. Meanwhile, an organisational committee in Kenya looked after the practical preparations for the Forum on the spot. The chairperson of the NGO preparatory committee was Dame Nita Barrow from Barbados, an international figure, well known for her work in the fields of health, education and the situation of women, and the post of co-ordinator was filled by Virginia Mazzard of the USA.

The Forum was to deal both with the themes and subthemes of the Decade, as well as with the following issues : elderly women, young girls and young women, refugees/migrants, destitute women and the media. These subjects were to be studied in two plenary sessions as well as in round-table discussions, workshops, working groups and other meetings, and any further events organised by individual groups or associations were welcomed by the planning committees and - where sufficient advance notice had been given - incorporated in the general preparations. Thus numerous women's organisations did in fact put together series of round-table discussions and seminars, devoted to the women's movement worldwide, to feminism and to research on a new conception of development.

The NGO preparatory committee was given the permission of the Kenyan Government to use the fifty or so lecture halls and rooms of the University of Nairobi for the majority of the Forum activities, and the two plenary sessions held during the ten days the Forum lasted took place in a big lecturing theatres of the University.

The opening ceremony of the Forum '85 took place in the Kenyatta Conference Centre Plenary Hall on the morning of July 10th. The guest of honour, who also gave the opening address, was the Minister for Culture and Social Services, Mr. K.S.N. Matiba, M.P.. The welcome was given by Dame Nita Barrow, and speeches were also delivered by H.E. Margaret Kenyatta,

the leader of the Kenyan Delegation at the Government Conference, and Leticia Shahani , Secretary General of the Conference .

A special newspaper - 'Forum '85 ' - was published daily by the NGO planning committee. It was staffed by an international team of independent journalists and covered the events surrounding the NGO activities at the Forum '85, as well as the happenings at the UN End of the Decade Conference. This was one way of keeping the participants of the two Conferences somewhat informed about each others proceedings as contact between the two events was limited : Forum participants, unless members of Conference delegations, or members of NGOs accredited to the Conference had no access to the Conference, and those Conference delegates who were most involved in the Conference work had no time to participate in the Forum.

The choice of events on offer at the Forum was overwhelming. One flick through the fat volume constituting the workshop programme of the Forum is enough to give an idea as to the bewildering number of activities going on : on a randomly picked day, for example, July 17th, forty odd different meetings were scheduled to take place simultaneously between 2 and 3.30 pm alone, not to mention any other - unplanned - events going on at that same time, or the hundred or so activities taking place before and after this period on the same day.

The Forum's vast range of events defies description, but some examples will be cited to give an impression of the variety of happenings. There were workshops discussing subjects ranging from the image of women in the media, to food security for poor households; consumer education; abortion rights; male violence against women; family planning technologies; women and children in famine; prostitution; population control politics; disarmament; women and migration; religion, law and women's rights; literacy programmes; motherhood and development; women, energy and environment; female circumcision; women and vocational choices; childcare facilities, etc to name but a few. Beyond the classroom activities the Forum also featured various other items. Thus there were field trips organised by Kenyan women, to village projects undertaken by rural women.

A 'Tech and Tools' programme, consisted of activities and projects on women's access to and uses of technologies worldwide. This was co-ordinated by women's groups, appropriate technology groups as well as scientific associations, and particular attention was given to food processing, agriculture, health and sanitation, remunerative activities, communications as well as energy. Here a tree-planting programme was demonstrated by the National Council of Women of Kenya, which encourages women to plan and care for tree nurseries in designated areas near their villages. Environmental lectures and discussions were carried on in other tents, and nutrition demonstrations, aiming at improving nutritional standards by simple means and tools were also held.

The 'Nairobi Film Forum' provided workshops for film-makers and film users and showed a continuous series of films and videos by and about women world wide. Cultural manifestations included concerts, art work by women, photographic exhibitions, street theatres, etc. The French Cultural Centre held a number of workshops a.o. on poetry, storytelling/oral traditions and folklore; The Goethe Institute conducted martial arts classes as well as sessions in movement, dance and music. Healing rituals took place at a spot called "Shrine for Everywoman", and the Karibu Centre provided a

meeting place for women of all religions to talk about, and practice, their faith.

Forum '85 also featured a new idea, in the form of a Peace Tent, consisting of a number of tents to one side of the university grasscourt which proved a major attraction throughout the Forum and soon became the focus of many spontaneous meetings and activities, providing informal platforms for women leaders of all continents.

The Forum had also arranged facilities for women with children by providing a kindergarten, organised by Kenyan women, where children could be left playing and where women could learn how to set up, finance, organise and manage a kindergarten themselves.

The big grass court around which the University classrooms were built, gradually became an informal, ever-changing meeting ground where different groups showed off pictures and publications, where serious discussions competed with spontaneous singing and dancing, women leaders and delegates to the governmental Conference gave speeches, and rural Kenyan women showed their traditional crafts. Open tents, surrounded by tables and chairs where food and drink could be bought and lunch eaten picnic-style were placed to one side of the grass court and outdoor bookstalls and tables were informally arranged along one of the building arcades and under the trees. Stalls selling Kenyan art and craftwork as well as other African goods could also be found here.

The Nairobi climate contributed considerably to the success of this open-air platform and generally to the entire Forum proceedings, by enabling women to group together formally or informally whenever they wanted. The warm weather and the absence of rain was especially important in view of the enormous numbers of people (the number of participants was estimated at 12,000, far exceeding the expected attendance) who could now be accommodated in the open air.<sup>1)</sup>

In summing up this spectacular event which had two plenaries only, but offered a free choice of more than 1200 workshops organised over ten days, plus a wealth of others spontaneously brought to life on the spot, one journalist called the Forum '85 "not only the apotheosis of the Decade, but above all a powerful trampoline towards the next stage". The Forum had no agenda, passed no resolutions and will issue no formal report beyond the accounts of individual women and groups, it being clearly impossible to keep track of the thousands of meetings and activities that filled the allotted time-span. Its heritage, however, is clear: the obvious wish of those present to find common ground and to understand one another across cultural barriers, language and ideology differences led to a ceaseless and constructive 'networking' (a term appearing in the conclusions of all workshops and dominating the entire event) with the fundamental aim, through the contacts made and maintained, experiences lived and shared, to reknit a tissue of life without violence, discrimination and oppression for all women in the world in a renewed spirit of solidarity.

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1) For more details and descriptive information on Forum '85 events cf WINNEWS No 3 1985.



## Chapter SEVEN

### OUTLOOK

#### After Nairobi

After the excitement of the World Conference, with its review of progress and examination of ways to overcome the still remaining obstacles, its resolutions, and its climactic last minute adoption of the all important Forward-looking Strategies, - where do we stand ?

The major attention given world-wide to the cause of women's advancement died down with the closing of the Nairobi Conference, and one wonders how the aims of the Decade and the Forward-looking Strategies can be successfully pursued without losing momentum.

This is an important question, and one that deserves to be asked over and over again, because the implementation of the Nairobi Forward-looking Strategies - if carried out in the spirit in which they were intended - is going to require profound and long-term commitment by governments, not only for the first few years, but right up to the year 2000 and, indeed, beyond.

#### The Decisions of the UN General Assembly

The UN General Assembly, meeting for its 40th regular session in the Autumn of 1985 in New York recognised the importance of an effective follow-up to the achievements and plans that sprang from the Decade for Women and expressed this by adopting the resolution (already referred to in Chapter Four) on the implementation of the Nairobi Forward-looking Strategies.

This resolution, apart from the paragraphs concerning the actual adoption of the Strategies and their implementation by governments, underlined the central role of the Commission on the Status of Women in the implementation process of the Forward-looking Strategies and asked governments, as well as United Nations bodies, to report regularly on progress made in this area to the Economic and Social Committee (ECOSOC) through the intermediary of the Commission on the Status of Women (CSW). It furthermore stressed that all UN bodies should co-operate with the CSW in fulfilling its task and made the General Secretariat responsible for seeing to it that the CSW be accorded appropriate support services so as to enable it to function efficiently.

#### The CSW meeting in Vienna

Seven months after the Nairobi Conference the CSW came together in Vienna for its first meeting since this world event.

Its main business was to take decisions on those matters which, due to lack of time, could not be dealt with in Nairobi. These included a.o.:  
- the frequency and timing of any future world conferences on women, and  
- the frequency of future meetings of the CSW itself.

The meeting took place in February 1986 and lasted for a total of eight working days. A number of recommendations to ECOSOC were eventually adopted by the CSW. One of these states that a special 8-day session of the CSW should be held in 1987 prior to ECOSOC; it also proposes the items

to be discussed at this meeting. Thus this special session will address itself to a) the role of the CSW in the implementation of the Nairobi Forward-looking Strategies; b) how the Strategies should be integrated into the UN planning and budgeting system, and c) what the long-term position and programme of the CSW itself should be, including a broad agenda of its meetings up to the year 2000.

No decision, however, was taken on the frequency of future World Conferences on Women.

#### The Community's commitment to the Nairobi Forward-looking Strategies

The European Community (which held regular co-ordination meetings at Vienna) made a statement which reported on progress made since the Nairobi Conference, and in particular on its new comprehensive medium-term programme on equal opportunities for women,<sup>1)</sup> running from 1986 to 1990. This programme was drawn up after the report<sup>2)</sup> on the implementation of the previous Community programme (1982-85) showed that - while progress had been made in the field of equal opportunities for women - much still remained to be done.

The programme makes specific mention of the 1985 World Conference for Women and the Nairobi Forward-looking Strategies, and puts forward an integrated policy comprising both legislation and positive action, both sanctions and incentives to promote equality for women and men. A brief summary will serve to illustrate the wide-ranging nature of this action plan :

- it provides for further improvements in the application of existing legislation relating to equal pay for work of equal value, equal treatment at work, and equal treatment in matters of social security.
- it puts particular emphasis on education and training as one of the root causes of the problems relating to equality, and announces that a number of important decisions and guidelines which were recently adopted will be implemented during the next few years;
- it devotes considerable attention to equality in employment both as concerns improvement in the relative position of women in the labour force, as well as the need to do something about the continuing rise in women's unemployment rates. Specific measures are announced to tackle the problems of the most disadvantaged women, such as migrant women, mentally or physically disabled women, and women who are unemployed or threatened with unemployment;
- it caters for the need for special efforts on women's behalf in view of the consequences of the introduction and extension of the new technologies;
- it announces the imminent submission of a proposal on a number of aspects on social security and social protection not covered by the first social security Directive;
- it aims for a better sharing of family and occupational responsibilities and calls for the development of parental leave and leave for family reasons, as well as the reorganisation of working time.

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1) COM (85) 801 final  
2) COM (85) 641

- finally, it stresses the importance of systematic action towards a change of attitude of the public at large concerning the role of women and men in society, which is vital if the promotion of equal opportunities is not to be limited to the adoption of legislation, or to policy declarations which have no practical impact.

The CSW meeting was furthermore told of the progress the Community had made since the Nairobi Conference, as regards the integration of women into its development policies. Thus the European Community adopted a resolution on women in development in November 1985, which treats the question of their integration (already discussed in the preparation of the Lomé III Convention which for the first time contains an Article specifically devoted to women) in much more detail than before.

The resolution is based on the outcome of two seminars held with the rural women of Africa in which they voiced their own desires and aspirations, as well as on the conclusions of a working party of Member State experts on the position of women in development.

In the European Parliament a report is currently being prepared by the Committee on Women's Rights on the results of the United Nations Conference (Rapporteur : Colette Gadioux).

#### A start has been made

Planning for the implementation of the Nairobi Forward-looking Strategies then, has begun for the European Community, both within the Community itself and in its relationship with its partners in Africa, the Caribbean and the Pacific.

Thus a promising start has been made to the period leading up to the year 2000, in which many hopes are waiting to be realised but in which a considerable struggle lies ahead, not only for women individually, but for women's organisations regional, national and international bodies (the UN foremost) and governments alike, in their attempts to turn the aims of the Decade into concrete results.

Taking stock of the good that has come of the World Conference and Forum held in Nairobi in the Summer of 1985, we can quite clearly see how each of these two events in their different ways prepared the ground for the changes that need to be forged in the years ahead : while the UN governmental conference provided the tools in the form of the Nairobi Forward-looking Strategies and prepared governments for action regarding these, the Forum '85 served to test and strengthen the links of NGOs and Women's Groups at grass root level all over the world, - thus to enable them to carry out their essential role of stimulating governments into getting on with their efforts towards the advancement of women, and of exercising a watchful eye by continuously probing the extent to which the Nairobi Forward-looking Strategies are being effectively translated into action.

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