

political, civil, economic, social and cultural life at the national, regional and international levels, and the eradication of all forms of discrimination on the grounds of sex are priority objectives of the international community.]

12. [The World Conference on Human Rights reaffirmed the solemn commitment of all States to fulfil their obligations to promote universal respect for, and observance and protection of, all human rights and fundamental freedoms for all in accordance with the Charter of the United Nations, other instruments related to human rights and international law. The universal nature of these rights and freedoms is beyond question.]

13. The end of the cold war has resulted in international changes and diminished competition between the super-Powers. The threat of a global armed conflict has diminished, while international relations have improved and prospects for peace among nations have increased. Although the threat of global conflict has been reduced, wars of aggression, armed conflicts, [alien domination and foreign occupation], civil wars, terrorism and [extremist violence] continue to plague many parts of the world. Grave violations of the human rights of women occur, particularly in times of armed conflict, and include murder, torture, systematic rape, [forced pregnancy] and forced abortion, in particular under policies of "ethnic cleansing".

14. The maintenance of peace and security at the global, regional and local levels, together with the prevention of policies of aggression and ethnic cleansing and the resolution of armed conflict, is crucial for the protection of the [universal] human rights of women and girl children, as well as for the elimination of all forms of violence against them and of their use as a weapon of war.

15. [Consequently, a huge portion of global expenditures has been devoted to the production of arms and trafficking and trade in arms, thus substantially reducing resources for social development. Moreover, the debt burden has forced many developing countries to undertake structural adjustment policies that are detrimental to their social development. The number of people living in poverty has therefore increased disproportionately in most developing countries, particularly the heavily indebted countries, during the past decade.]

16. [In this context, the social dimension of development should be emphasized. Accelerated economic growth, although necessary for social development, does not by itself improve the quality of life of the population: indeed, it can aggravate social inequality and marginalization. Hence, it is indispensable to search for new alternatives based on a holistic approach to all aspects of development: growth, equity, sustainable development, solidarity, participation, peace and respect for human rights.]

17. A worldwide movement towards democratization has opened up the political process in many nations, but the popular participation of women in key decision-making as full and equal partners with men, particularly in politics, has not yet been achieved. [South Africa's policy of institutionalized racism - apartheid - has been dismantled and a peaceful and democratic transfer of power has occurred.] [Similarly, in Central and Eastern Europe the transition to parliamentary democracy has been rapid and relatively peaceful. In some

countries of the same region, this process has been followed by armed conflict that has resulted in grave violations of human rights.]

18. Widespread economic recession, as well as political instability in some regions, has been responsible for setting back development goals in many countries. This has led to the expansion of unspeakable poverty. Of the more than 1 billion people living in abject poverty, women are an overwhelming majority. The rapid process of change and adjustment in all sectors has also led to increased unemployment and underemployment, with particular impact on women. In [many] cases, structural adjustment programmes have not been designed to minimize their negative effects on vulnerable and disadvantaged groups or on women, nor have they been designed to assure positive effects on those groups by preventing their marginalization in economic and social activities. The Final Act of the Uruguay Round of multilateral trade negotiations ^{2/} underscored the increasing interdependence of national economies, as well as the importance of trade liberalization and access to open, dynamic markets. There has also been heavy military spending in some regions. Despite increases in official development assistance (ODA) by some countries, ODA has recently declined overall.

19. Absolute poverty and the feminization of poverty, unemployment, the increasing fragility of the environment, continued violence against women and the widespread exclusion of half of humanity from institutions of power and governance underscore the need to continue the search for development, peace and security and for ways of assuring people-centred sustainable development. The participation and leadership of the half of humanity that is female is essential to the success of that search. Therefore, only [a just and equitable social and economic international order and] a radical transformation of the relationship between women and men to one of full and equal partnership will enable the world to meet the challenges of the twenty-first century.

20. Recent international economic developments have had in many cases a disproportionate impact on women and children, the majority of whom live in developing countries. For those States that have carried a large burden of foreign debt, structural adjustment programmes and measures, though beneficial in the long term, have led to a reduction in social expenditures, thereby adversely affecting women, particularly in Africa and the least developed countries. This is exacerbated when responsibilities for basic social services have shifted from Governments to women.

21. Economic recession in many developed and developing countries, as well as ongoing restructuring in countries with economies in transition, have had a disproportionately negative impact on women's employment. Women often have no choice but to take employment that lacks long-term job security or involves dangerous working conditions, to work in unprotected home-based production or to be unemployed. Many women enter the labour market in under-remunerated and undervalued jobs, seeking to improve their household income; others decide to migrate for the same purpose. Without any reduction in their other responsibilities, this has increased the total burden of work for women.

22. Macro and microeconomic policies and programmes, including structural adjustment, have not always been designed to take account of their impact on

women and girl children, especially those living in poverty. Poverty has increased in both absolute and relative terms, and the number of women living in poverty has increased in most regions. There are many urban women living in poverty; however, the plight of women living in rural and remote areas deserves special attention given the stagnation of development in such areas. In developing countries, even those in which national indicators have shown improvement, the majority of rural women continue to live in conditions of economic underdevelopment and social marginalization.

23. Women are key contributors to the economy and to combating poverty through both remunerated and unremunerated work at home, in the community and in the workplace. Growing numbers of women have achieved economic independence through gainful employment.

24. One fourth of all households worldwide are headed by women and many other households are dependent on female income even where men are present. Female-maintained households are very often among the poorest because of wage discrimination, occupational segregation patterns in the labour market and other gender-based barriers. Family disintegration, population movements between urban and rural areas within countries, international migration, war and internal displacements are factors contributing to the rise of female-headed households.

25. Recognizing that the achievement and maintenance of peace and security are a precondition for economic and social progress, women are increasingly establishing themselves as central actors in a variety of capacities in the movement of humanity for peace. Their full participation in decision-making, conflict prevention and resolution and all other peace initiatives is essential to the realization of lasting peace.

26. The Fourth World Conference on Women: Action for Equality, Development and Peace should accelerate the process that formally began in 1975, which was proclaimed International Women's Year by the United Nations General Assembly. The Year was a turning-point in that it put women's issues on the agenda. The United Nations Decade for Women (1976-1985) was a worldwide effort to examine the status and rights of women and to bring women into decision-making at all levels. In 1979, the General Assembly adopted the Convention on the Elimination of All Forms of Discrimination against Women, which entered into force in 1981 and set an international standard for what was meant by equality between women and men. In 1985, the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace adopted the Nairobi Forward-looking Strategies for the Advancement of Women, to be implemented by the year 2000. There has been important progress in achieving equality between women and men. Many Governments have enacted legislation to promote equality between women and men and have established national machineries to ensure the mainstreaming of gender perspectives in all spheres of society. International agencies have focused greater attention on women's status and roles.

27. The growing strength of the non-governmental sector, particularly women's organizations [and others that support feminist ideals] has become a driving force for change. Non-governmental organizations have played an important

advocacy role in advancing legislation or mechanisms to ensure the promotion of women. They have also become catalysts for new approaches to development. Many Governments have increasingly recognized the important role that non-governmental organizations play and the importance of working with them for progress. [Yet, in some countries, Governments continue to restrict the ability of non-governmental organizations to operate freely.] Women, through non-governmental organizations, have participated in and strongly influenced community, national, regional and global forums and international debates.

28. Since 1975, knowledge of the status of women and men, respectively, has increased and is contributing to further actions aimed at promoting equality between women and men. In several countries, there have been important changes in the relationships between women and men, especially where there have been major advances in education for women and significant increases in their participation in the paid labour force. The boundaries of the gender division of labour between productive and reproductive roles are gradually being crossed as women have started to enter formerly male-dominated areas of work and men have started to accept greater responsibility for domestic tasks, including child care. However, changes in women's roles have been greater and much more rapid than changes in men's roles. In many countries, the differences between women's and men's achievements and activities are still not recognized as the consequences of socially constructed gender roles rather than immutable biological differences.

29. Moreover, 10 years after the Nairobi Conference equality between women and men has still not been achieved. On average, women represent a mere 10 per cent of all elected legislators worldwide and in most national and international administrative structures, both public and private, they remain underrepresented. The United Nations is no exception. Fifty years after its creation, the United Nations is continuing to deny itself the benefits of women's leadership by their underrepresentation at decision-making levels within the Secretariat and the specialized agencies.

30. [Women play a critical role in the family, the basic unit of society. States Parties that have ratified the Convention on the Elimination of All Forms of Discrimination against Women have done so bearing in mind the great contribution of women to the welfare of the family and to the development of society, which is still not fully recognized. They have also borne in mind the social significance of maternity and the role of both parents in the family and in the upbringing of children, and are aware that the role of women in procreation should not be a basis for discrimination but that the upbringing of children requires a sharing of responsibility between women and men and society as a whole.]

31. [Religion plays a central role in the lives of millions of women, in the way they live and the aspirations they have for the future. While any form of extremism, religious or secular, has a negative impact on women in the form of violence and discrimination, a moral and ethical climate that prevents all forms of corruption in society and exploitation of women is needed if equality, development and peace are to be realized. The serious issues with which the world is confronted today require a more effective response by societies not

only to the material but also to the spiritual needs of individuals, including women.]

32. While the rate of growth of world population is on the decline, world population is at an all-time high in absolute numbers, with current increments approaching 90 million persons annually. Two other major demographic trends have had profound repercussions on the dependency ratio within families. In many developing countries, 45 to 50 per cent of the population is less than 25 years old, while in industrialized nations both the number and proportion of elderly people are increasing. According to United Nations estimates, by the year 2025 70 per cent of the population over 60 years of age will be living in developing countries, and more than half of that population will be women. Care of children, the sick and the elderly is a responsibility that falls disproportionately on women, owing to lack of equality and the unbalanced distribution of remunerated and unremunerated work between women and men.

33. Many women face particular barriers because of various diverse factors in addition to their gender. Often these diverse factors isolate or marginalize such women - they are, *inter alia* denied their [universal] human rights, they lack access or are denied access to education and vocational training, employment, housing and economic self-sufficiency and they are excluded from decision-making processes. Such women are often denied the opportunity to contribute to their communities as part of the mainstream.

34. The past decade has also witnessed a growing recognition of the distinct interests and concerns of indigenous women, whose identity, cultural traditions and forms of social organization enhance and strengthen the communities in which they live. Indigenous women often face barriers both as women and as members of indigenous communities.

35. In the past 20 years, the world has seen an explosion in the field of communications. With advances in computer technology and satellite and cable television, global access to information continues to increase and expand, creating new opportunities for the participation of women in communications and the mass media and for the dissemination of information about women. On the other hand, the global communication networks have been used to spread stereotyped and demeaning images of women for narrow commercial and consumerist purposes. Until women participate equally in both the technical and decision-making areas of communications and the mass media, including the arts, they will continue to be misrepresented and awareness of the reality of women's lives will continue to be lacking. [The commitment to promoting human values and dignity on the part of the mass media is seriously lacking].

36. Continuing environmental degradation that affects all human lives often has a more direct impact on women. Women's health and their livelihood are threatened by pollution and toxic wastes, large-scale deforestation, desertification, drought and depletion of the soil and of coastal and marine resources, with a rising incidence of environmentally related health problems and even death reported among women and girls. Those most affected are rural and indigenous women, whose livelihood and daily subsistence depends directly on sustainable ecosystems.

37. [The major cause of the continued deterioration of the global environment is the unsustainable patterns of consumption and production, particularly in industrialized countries, which is a matter of grave concern, aggravating poverty and imbalances.] Therefore, equitable social development that recognizes empowering people living in poverty, particularly women, to utilize environmental resources sustainably is a necessary foundation for sustainable development. Women as citizens can help change consumption patterns in their multiple role as consumers, householders, workers and voters.

38. Global trends have brought profound changes in family survival strategies and structure[s]. Rural to urban migration has increased substantially in all regions. The global urban population is projected to reach 57 per cent of the total population by the year 2000. An estimated 125 million people are migrants, refugees and displaced persons, half of whom live in developing countries. These massive movements of people have profound consequences for family structure[s] and well-being and have unequal consequences for women and men, including in many cases the sexual exploitation of women.

39. According to World Health Organization (WHO) estimates, by the beginning of 1995 the number of cumulative cases of acquired immunodeficiency syndrome (AIDS) was 4.5 million. An estimated 19.5 million men, women and children have been infected with the human immunodeficiency virus (HIV) since it was first diagnosed and it is projected that another 20 million will be infected by the end of the decade. Among new cases, women are twice as likely to be infected as men. In the early stage of the AIDS pandemic, women were not infected in large numbers; however, about 8 million women are now infected. Young women and adolescents are particularly vulnerable. It is estimated that by the year 2000 more than 13 million women will be infected and 4 million women will have died from AIDS-related conditions. In addition, about 250 million new cases of sexually transmitted diseases are estimated to occur every year. The rate of transmission of sexually transmitted diseases, including HIV/AIDS, is increasing at an alarming rate among women and girls, especially in developing countries.

40. Since 1975, significant knowledge and information has been generated about the status of women and the conditions in which they live. Throughout their entire life cycle, women's daily existence and long-term aspirations are restricted by discriminatory attitudes, unjust social and economic structures, and a lack of resources in most countries that prevent their full and equal participation. In a number of countries, the practice of prenatal sex selection, higher rates of mortality among very young girls and lower rates of school enrolment for girls as compared with boys suggest that "son preference" is curtailing the access of girl children to food, education and health care [and even life itself]. [Discrimination against women begins even before birth and must therefore be addressed from birth/then onwards.]

41. [Girls of today are the women of tomorrow. The skills, ideas and energy of girls are vital for full attainment of the goals of equality, development and peace. [For a girl to develop her full potential she needs to be nurtured in an enabling environment, where her needs for survival, protection and development are met and her equal rights safeguarded.] [If women are to be equal partners with men, now is the time to recognize the [human] dignity and worth of the girl child and to ensure the full enjoyment of her human rights and fundamental

freedoms.] [If tomorrow's women are to become equal partners with men in social change and development, now is the time to [accord the girl child her rightful share of human dignity and opportunity and ensure the full enjoyment [respect] of all human rights [and fundamental freedoms] [including by universal ratification of the Convention on the Rights of the Child 10/ of the girl child]. Yet there exists worldwide evidence of discrimination and violence against girls [that begins even before they are born [from conception] and continues unabated throughout their lives.] They often have less access to nutrition, physical and mental health care and education and enjoy fewer rights, fewer opportunities and fewer benefits of childhood and adolescence than do boys. They are often subjected to sexual and economic exploitation, violence and harmful practices such as [foeticide], infanticide [at conception], [prenatal sex selection], incest female genital mutilation and early marriage. Their daily existence and long-term aspirations are restricted by attitudes, structures and lack of resources that prevent their full and equal participation in society.]

42. More than half the world's population is under the age of 25 and most of the world's youth - more than 80 per cent - live in developing countries. Policy makers must recognize the implications of these demographic factors. Special measures must be taken to ensure that young women have the life skills necessary for active and effective participation in all levels of social, cultural, political and economic leadership. It will be critical for the international community to demonstrate a new commitment to the future - a commitment to inspiring a new generation of women and men to work together for a more just society. This new generation of leaders must accept and promote a world in which every child is free from injustice, oppression and inequality and free to develop her/his own potential. The principle of equality [and equity] of women and men must therefore be integral to the socialization process.

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The following paragraph is proposed for inclusion in chapter IV:

[Short-term measures and the reformulation of long-term social policies and investments are required for a more [equitable] [equal] sharing of family responsibilities between women and men. [Women have different requirements at various stages of their life cycle, which need to be addressed by policy planning and programme and project implementation based on gender-sensitive analyses.]]

The following paragraph is proposed for inclusion in chapter V:

[The international conferences, summits and processes described above are evidence that there are significant challenges facing the world that the world is prepared to meet. Recognition of the role of women in meeting these challenges is a prerequisite for achieving equality and for the shared responsibility of women and men. International consensus exists on the role of women in development and the international community must commit itself to action to implement the strategies outlined in the Platform for Action. However, implementation also requires commitments from Governments. Thus, as the Fourth World Conference on Women is a conference of commitment and action,

States have responded to the challenge by separately stating national commitments for national action within the context of the Platform for Action, which will result in practical outcomes for girls and women of all ages. The specific commitments of each nation appear in an annex to the present Platform for Action.]

Chapter III

CRITICAL AREAS OF CONCERN

43. The advancement of women and the achievement of [respect for their innate dignity and the fundamental] equality between women and men are [a matter of human rights and a condition for] [not simply an issue of] social justice and should not be seen in isolation as a women's issue. They are the only way to build a sustainable, just and developed society. Empowerment of women and equality [and equity] between women and men are prerequisites for achieving political, social, economic, cultural and environmental security among all peoples.

44. Most of the goals set out in the Nairobi Forward-looking Strategies for the Advancement of Women have not been achieved. Barriers to women's empowerment remain, despite the efforts of Governments, as well as non-governmental organizations and women and men everywhere. [Vast political, economic and ecological crises, systemic or de facto discrimination, armed conflict [colonial and other forms of alien domination or foreign occupation] [failure to protect all human rights and fundamental freedoms of all women, including the right to development] and ingrained prejudicial attitudes towards women and girls are but a few of the impediments encountered since the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, in 1985].

45. A review of progress since the Nairobi Conference highlights special concerns - areas of particular urgency that stand out as priorities for action. All actors should focus action and resources on the strategic objectives relating to the critical areas of concern which are, necessarily, interrelated, interdependent and of high priority. There is a need for these actors to develop and implement mechanisms of accountability for all the areas of concern.

46. To this end, Governments, the international community and civil society, including non-governmental organizations and the private sector, are called upon to take strategic action in the following critical areas of concern [with full respect for religious and ethical values, cultural backgrounds and philosophical convictions and in conformity with all human rights and fundamental freedoms]:

- The persistent and increasing burden of poverty on women
- Unequal access to or inadequate educational and training opportunities of good quality at all levels
- Inequalities in health care and related services

- All forms of violence against women [and the girl child]
- Effects of persecution and armed or other kinds of conflict on women [in particular those living under foreign occupation or alien domination]
- Inequality in women's access to and participation in the definition of economic structures and policies and the productive process itself
- Inequality between men and women in the sharing of power and decision-making at all levels
- Insufficient mechanisms at all levels to promote the advancement of women
- Promotion and protection of all [universal] human rights of women
- Women and the media
- Women and the environment
- [Persistent discrimination against and violation of the rights of] [Survival, protection and development of] the girl child

Chapter IV

STRATEGIC OBJECTIVES AND ACTIONS

47. In each critical area of concern, the problem is diagnosed and strategic objectives are proposed with concrete actions to be taken by various actors in order to achieve those objectives. The strategic objectives are derived from the critical areas of concern, and specific actions to be taken to achieve them cut across boundaries of equality, development and peace - the goals of the Nairobi Forward-looking Strategies for the Advancement of Women - and reflect their interdependence. The objectives and actions are interlinked, of high priority and mutually reinforcing. [The programme is intended to improve the condition of all women, irrespective of age, and, while recognizing the differences among women, it seeks to pay special attention to the groups of women that are at highest risk, as well as to rural, indigenous, disabled, refugee and displaced women.]

48. [The actions are directed towards improving the status and situation of all women and therefore recognize that many women face particular barriers because of such factors as their race, age, language, ethnicity, culture, religion, [sexual orientation,] or disability, or because they are indigenous people. Many women face barriers related to their family status, particularly as single parents to their socio-economic status, including their living conditions in rural or isolated areas and in impoverished areas in rural and urban environments, or to their status as immigrants. Particular barriers also exist for refugee, migrant and displaced women, as well as for those who are affected

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by environmental disasters, serious and infectious diseases, addiction and various forms of violence against women.]

A. The persistent and increasing burden of poverty on women

49. More than 1 billion people in the world today, the great majority of whom are women, live in unacceptable conditions of poverty, mostly in the developing countries. Poverty has various causes, including structural ones. Poverty is a complex, multidimensional problem, with origins in both the national and international domains. [The uncertain global economic climate has been accompanied by economic restructuring, persistent external debt problems and structural adjustment programmes.] [All types of conflict, displacement of people and environmental degradation have also further undermined the capacity of Governments to meet the basic needs of their populations.] The global transformations of the world economy are profoundly changing the parameters of social development in all countries. One significant trend has been the increased poverty of women, the extent of which varies from region to region. The gender disparities in economic power-sharing are also an important contributing factor to the poverty of women. [Full text on unemployment and underemployment to come.] Migration and consequent changes in family structures have placed additional burdens on women, especially those who provide for several dependants. Macroeconomic policies need rethinking and reformulation to address such trends. These policies focus almost exclusively on the formal sector. They also tend to impede the initiatives of women and fail to consider the differential impact on women and men. The application of gender analysis to a wide range of policies and programmes is therefore critical to poverty reduction strategies. [In order to eradicate poverty and achieve sustainable development, women and men must participate fully and equally in the formulation of macroeconomic and social policies and strategies for the eradication of poverty.] The eradication of poverty cannot be accomplished through anti-poverty programmes alone but will require democratic participation and changes in economic structures in order to ensure access for all women to resources, opportunities and public services. Poverty has various manifestations, including lack of income and productive resources sufficient to ensure a sustainable livelihood; hunger and malnutrition; ill health; limited or lack of access to education and other basic services; increasing morbidity and mortality from illness; homelessness and inadequate housing; unsafe environments; and social discrimination and exclusion. It is also characterized by lack of participation in decision-making and in civil, social and cultural life. It occurs in all countries - as mass poverty in many developing countries and as pockets of poverty amidst wealth in developed countries. Poverty may be caused by an economic recession that results in loss of livelihood or by disaster or conflict. There is also the poverty of low-wage workers and the utter destitution of people who fall outside family support systems, social institutions and safety nets.

50. In the past decade the number of women living in poverty has increased disproportionately to the number of men, particularly in the developing countries. The feminization of poverty has also recently become a significant problem in the countries with economies in transition as a short-term consequence of the process of political, economic and social transformation. In

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addition to economic factors, the rigidity of socially ascribed gender roles and women's limited access to power, education, training and productive resources [as well as emerging cultural and social factors that lead to instability and the deterioration of families] are also responsible. The failure to adequately mainstream a gender perspective in all economic analysis and planning and to address the structural causes of poverty is also a contributing factor.

51. Women contribute to the economy and to combating poverty through both remunerated and unremunerated work at home, in the community and in the workplace. The empowerment of women is a critical factor in the eradication of poverty.

52. While poverty affects households as a whole, because of the gender division of labour and responsibilities for household welfare, women bear a disproportionate burden, attempting to manage household consumption and production under conditions of increasing scarcity. Poverty is particularly acute for women living in rural households.

53. Women's poverty is directly related to the absence of economic opportunities and autonomy, lack of access to economic resources, including credit, land ownership and inheritance, lack of access to education and support services and their minimal participation in the decision-making process. Poverty can also force women into situations in which they are vulnerable to sexual exploitation.

54. In too many countries, social welfare systems do not take sufficient account of the specific conditions of women living in poverty, and there is a tendency to scale back the services provided by such systems. The risk of falling into poverty is greater for women than for men, particularly in old age, where social security systems are based on the principle of continuous remunerated employment. In some cases, women do not fulfil this requirement because of interruptions in their work, due to the unbalanced distribution of remunerated and unremunerated work. Moreover, older women also face greater obstacles to labour-market re-entry.

55. In many developed countries, where the level of general education and professional training of women and men are similar and where systems of protection against discrimination are available, in some sectors the economic transformations of the past decade have strongly increased either the unemployment of women or the precarious nature of their employment. The proportion of women among the poor has consequently increased. In countries with a high level of school enrolment of girls, those who leave the educational system the earliest, without any qualification, are among the most vulnerable in the labour market.

56. In countries with economies in transition and in other countries undergoing fundamental political, economic and social transformations, these transformations have often led to a reduction in women's income or to women being deprived of income.

57. Particularly in developing countries, the productive capacity of women should be increased through access to capital, resources, credit, land,

technology, information, technical assistance and training so as to raise their income and improve nutrition, education and health care and status within the household. The release of women's productive potential is pivotal to breaking the cycle of poverty so that women can share fully in the benefits of development and in the products of their own labour.

58. Sustainable development and economic growth that is both sustained and sustainable are possible only through improving the economic, social, political, legal and cultural status of women. Equitable social development that recognizes empowering the poor, particularly women, to utilize environmental resources sustainably is a necessary foundation for sustainable development.

59. The success of policies and measures aimed at supporting or strengthening the promotion of gender equality and the improvement of the status of women should be based on the integration of the gender perspective in general policies relating to all spheres of society as well as the implementation of positive measures [with adequate institutional and financial support at all levels].

[Enable women to overcome poverty]

Strategic objective A.1. Review, adopt and maintain macroeconomic policies and development strategies that address the needs and efforts of women to overcome poverty within the framework of sustainable development

Actions to be taken

60. By Governments:

- (a) [Review and modify, with the full and equal participation of women, macroeconomic and social policies with a view to achieving the objectives of the Platform for Action;]
- (b) [Analyse, from a gender perspective, policies and programmes - including those related to macroeconomic stability, structural adjustment, external debt problems, taxation, investments, employment, markets and all relevant sectors of the economy - with respect to their impact on poverty, on inequality and particularly on women; assess their impact on family well-being and conditions; and adjust them, as appropriate, to promote more equitable distribution of productive assets, wealth, opportunities, income and services;]
- (c) [Pursue and implement sound and stable macroeconomic and sectoral policies, designed with the full and equal participation of women, that encourage broad-based sustained economic growth [in the context of people-centred sustainable development] [sustainable development centred on human beings], address the structural causes of poverty and are geared towards eradicating poverty and reducing gender-based inequality;]

- (d) [Implement sound macroeconomic and sectoral policies, designed and monitored with the full participation of women, that encourage broad-based sustained economic growth in the context of [people-centred] sustainable development [centred on human beings], address the structural causes of poverty and are geared to eradicating poverty and reducing gender-based inequality;]
- (e) Restructure and target the allocation of public expenditures to promote women's economic opportunities and equal [and more equitable] access to productive resources and to address the basic social, educational and health needs of women, particularly those living in poverty;
- (f) Develop agricultural and fishing sectors, where and as necessary, in order to ensure, as appropriate, household and national food security and food self-sufficiency, by allocating the necessary financial, technical and human resources;
- (g) Develop policies and programmes to promote equitable distribution of food within the household;
- (h) Provide adequate safety nets and strengthen State-based [and community-based] support systems, as an integral part of social policy, in order to enable women living in poverty to withstand adverse economic environments and preserve their livelihood, assets and revenues in times of crisis;
- (i) Generate economic policies that have a positive impact on the employment and income of women workers in both the formal and informal sectors and adopt specific measures to address women's unemployment, in particular their long-term unemployment;
- (j) Formulate and implement, when necessary, specific economic, social, agricultural and related policies in support of female-headed households;
- (k) Develop and implement anti-poverty programmes, including employment schemes, that improve the access to food for women living in poverty, including through the use of appropriate pricing and distribution mechanisms;
- (l) [Introduce measures for the empowerment of women migrants and internally displaced women through the easing of stringent and restrictive migration policies, recognition of qualifications and skills of documented immigrants and their full integration into the labour force, and the undertaking of other measures necessary for the full realization of the human rights of internally displaced persons];
- (m) [Introduce measures to integrate or reintegrate women living in poverty and socially marginalized women into productive employment and the economic mainstream, ensure that internally displaced women have

full access to economic opportunities, and that the qualifications and skills of immigrant and refugee women are recognized;]

- (n) Enable women to obtain affordable housing and access to land, by, among other things, removing all obstacles to access, with special emphasis on meeting the needs of women, especially those living in poverty and female heads of household;
- (o) [In the event of a modification to paragraph 48 above or if an earlier section indicating groups of special concern is approved, subparagraph (o) will be deleted: Develop special programmes that reflect the specific needs of children, particularly girls, young women, older women and women with disabilities who are least able to gain access to social services and productive resources, as applicable;]
- (p) Formulate and implement policies and programmes that enhance the access of women agricultural and fisheries producers (including subsistence farmers and producers, especially in rural areas) to financial, technical, extension and marketing services; provide access to and control of land, appropriate infrastructure and technology in order to increase women's incomes and promote household food security, especially in rural areas and, where appropriate, encourage the development of producer-owned, market-based cooperatives;
- (q) Create social security systems wherever they do not exist, or review them with a view to placing individual women and men on an equal footing, at every stage of their lives;
- (r) Ensure access to free or low-cost legal services, including legal literacy, especially designed to reach women living in poverty;
- (s) Take particular measures to promote and strengthen policies and programmes for indigenous women with their full participation and respect for their cultural diversity, so that they have opportunities and the possibility of choice in the development process in order to eradicate the poverty that affects them.

61. By multilateral financial and development institutions, including the World Bank, the International Monetary Fund and regional development institutions, and through bilateral development cooperation:

- (a) [[Increase resources allocated] [Allocate resources as appropriate] to the elimination of [absolute] poverty and target women [and families] in poverty.] [Support the developing countries through the allocation of new and additional resources for the eradication of poverty and target women living in poverty];
- (b) Strengthen analytical capacity in order to more systematically strengthen gender perspectives and integrate them into the design and implementation of lending programmes, including structural adjustment and economic recovery programmes;

- (c) [Cancel or substantially reduce the debt burden, or convert the debt service of developing countries, in particular the highly indebted low-income countries, in order to help them to finance programmes and projects targeted at development, including the advancement of women, and to achieve sustained economic growth and sustainable development without falling into a new debt crisis;]
- (d) Ensure that structural adjustment programmes are designed to minimize their negative effects on vulnerable and disadvantaged groups and communities and to assure their positive effects on such groups and communities by preventing their marginalization in economic and social activities and devising measures to ensure that they gain access to and control over economic resources and economic and social activities; actions should be taken to reduce inequality and economic disparity;
- (e) Review the impact of structural adjustment programmes on social development by means of gender-sensitive social impact assessments and other relevant methods, in order to develop policies to reduce their negative effects and improve their positive impact, ensuring that women do not bear a disproportionate burden of transition costs; complement adjustment lending with enhanced, targeted social development lending;
- (f) Create an enabling environment that allows women to build and maintain sustainable livelihoods.

62. [By national and international non-governmental organizations and women's groups:

- (a) All parties involved in the development process, including academic institutions, non-governmental organizations and grass-roots and women's groups, should mobilize to improve the effectiveness of anti-poverty programmes directed towards the poorest and most disadvantaged groups of women, such as rural and indigenous women, female heads of households, young women and older women, refugees and migrant women and women with disabilities. However, Governments should not abrogate their responsibility for providing for social well-being by shifting social responsibility to non-governmental organizations and women;
- (b) Non-governmental organizations and women's organizations should organize pressure groups and establish monitoring mechanisms and other relevant activities to ensure implementation of the recommendations on poverty outlined in the Platform for Action. These activities should aim at ensuring accountability and transparency from the State and private sectors;
- (c) Women's organizations should include in their activities women with diverse needs by age, ethnicity and culture. They should recognize that youth organizations are increasingly becoming effective partners in development programmes;

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- (d) Women's organizations and other non-governmental organizations, in cooperation with the Government and private sectors, should develop a comprehensive national strategy for improving health, education and social services so that girls and women of all ages living in poverty have full access to such services. Funding should be sought to secure access to services with a gender perspective and to extend those services in order to reach the rural and remote areas that are not covered by government institutions;
- (e) Women's organizations and non-governmental organizations, in cooperation with Governments, employers, other social partners and relevant parties, should develop education and training and retraining policies to ensure that women can acquire a wide range of skills to meet new demands. Policies are needed to ensure the provision of basic education, to provide vocational and technical training for girls and women of all ages and to increase access to education in science and technology, mathematics, engineering, information technology and high technology, as well as management training;
- (f) Women's human right to equal access to and control of land, property and credit must be upheld, regardless of customary laws, traditions and practices related to inheritance and marriage. Non-governmental organizations and women's organizations should mobilize to protect the traditional land and property rights of all women, including pastoralists, fishery workers and nomadic groups, indigenous peoples, refugees and migrant workers.]

*Strategic objective A.2. Revise laws and administrative practices to recognize women's rights to economic resources and to ensure women's access to economic resources

Actions to be taken

63. By Governments:

- (a) Ensure access to free or low-cost legal services, including legal literacy, especially designed to reach women living in poverty;
- (b) Undertake legislative and administrative reforms to give women full and equal access to economic resources, including the right to inheritance and to [ownership of land] and other property, credit, natural resources and appropriate technologies;
- (c) Consider ratification of Convention No. 169 of the International Labour Organization (ILO) as part of their efforts to promote and protect the rights of indigenous people.

* It is proposed to move this section to F.2.

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Strategic objective A.3. Provide women with access to savings mechanisms and institutions and to credit

Actions to be taken

64. By Governments:

- (a) Enhance the access of disadvantaged women, including women entrepreneurs, in rural, remote and urban areas to financial services through strengthening links between the formal banks and intermediary lending organizations, including legislative support, training for women and institutional strengthening for intermediary institutions with a view to mobilizing capital for those institutions and increasing the availability of credit;
- (b) Encourage links between financial institutions and non-governmental organizations and support innovative lending practices, including those that integrate credit with women's services and training and provide credit facilities to rural women.

65. By commercial banks, specialized financial institutions and the private sector in examining their policies:

- (a) Use credit and savings methodologies that are effective in reaching women in poverty and innovative in reducing transaction costs and redefining risk;
- (b) Open special windows for lending to women, including young women, who lack access to traditional sources of collateral;
- (c) Simplify banking practices, for example by reducing the minimum deposit and other requirements for opening bank accounts;
- (d) Ensure the participation and joint ownership, where possible, of women clients in the decision-making of institutions providing credit and financial services.

66. By multilateral and bilateral development cooperation organizations:

Support, through the provision of capital and/or resources, financial institutions that serve low-income, small-scale and micro-scale women entrepreneurs and producers, in both the formal and informal sectors.

67. By Governments and multilateral financial institutions, as appropriate:

Support institutions that meet performance standards in reaching large numbers of low-income women and men through capitalization, refinancing and institutional development support in forms that foster self-sufficiency.

68. By international organizations:

[Increase] [Provide adequate] funding for programmes and projects designed to promote sustainable and productive entrepreneurial activities for income-generation among disadvantaged women and women living in poverty.

Strategic objective A.4. Conduct research in order to enable women to overcome poverty

Actions to be taken

69. By Governments, intergovernmental organizations, academic and research institutions and the private sector:

- (a) Develop conceptual and practical methodologies for incorporating gender perspectives into all aspects of economic policy-making, including structural adjustment planning and programmes;
- (b) Apply these methodologies in conducting gender-impact analyses of all policies and programmes, including structural adjustment programmes, and disseminate the research findings.

70. By national and international statistical organizations:

- (a) Collect gender and age-disaggregated data on poverty and all aspects of economic activity and develop qualitative and quantitative statistical indicators to facilitate the assessment of economic performance from a gender perspective;
- (b) Devise suitable statistical means to recognize and make visible the full extent of the work of women and all their contributions to the national economy, including their contribution in the unremunerated and domestic sectors, and examine the relationship of women's unremunerated work to the incidence of and their vulnerability to poverty.

B. Unequal access to and inadequate educational opportunities

71. Education is a basic [human] right and an essential tool for achieving the goals of equality, development and peace. Non-discriminatory education benefits both girls and boys, and thus ultimately contributes to more equal relationships between women and men. Equality of access to and attainment of educational qualifications is necessary if more women are to become agents of change. Literacy of women is an important key to improving health, nutrition and education in the family and to empowering women to participate in decision-making in society. Investing in formal and non-formal education and training for girls and women, with its exceptionally high social and economic return, has proved to be one of the best means of achieving sustainable development and economic growth that is both sustained and sustainable.

72. On a regional level, girls and boys have achieved equal access to primary education, except in some parts of Africa, in particular sub-Saharan Africa, and Central Asia, where access to education facilities is still inadequate. Progress has been made in secondary education, where equal access of girls and boys has been achieved in some countries. Enrolment of girls and women in tertiary education has increased considerably. In many countries, private schools have also played an important complementary role in improving access to education at all levels. Yet, more than five years after the World Conference on Education for All (Jomtien, Thailand, 1990) adopted the World Declaration on Education for All and the Framework for Action to Meet Basic Learning Needs, 11/ approximately 100 million children, including at least 60 million girls, are without access to primary schooling, and more than two thirds of the world's 960 million illiterate adults are women. The high rate of illiteracy prevailing in most developing countries, in particular in sub-Saharan Africa and some Arab States, remains a severe impediment to the advancement of women and to development.

73. Discrimination in girls' access to education persists in many areas, owing to customary attitudes, [early marriages] and pregnancies, inadequate and gender-biased teaching and educational materials, [sexual harassment] and lack of adequate and physically and otherwise accessible schooling facilities. Girls undertake heavy domestic work at a very early age. Girls and young women are expected to manage both educational and domestic responsibilities, often resulting in poor scholastic performance and early drop-out from the educational system. This has long-lasting consequences for all aspects of women's lives.

74. [Creation of a healthy educational and social environment, in which all human beings, men and women, boys and girls, are consistently encouraged to foster moral and spiritual values, would be extremely effective in the elimination of causes of discrimination against women and inequalities between men and women.]

75. Women should be enabled to benefit from an ongoing acquisition of knowledge and skills beyond those acquired during youth. This concept of lifelong learning includes knowledge and skills gained in formal education and training, as well as learning that occurs in informal ways, including volunteer activity, unremunerated work and traditional knowledge.

76. Curricula and teaching materials remain gender-biased to a large degree, and are rarely sensitive to the specific needs of girls and women. This reinforces traditional female and male roles that deny women opportunities for full and equal partnership in society. Lack of gender awareness by educators at all levels strengthens existing inequities between males and females by reinforcing discriminatory tendencies and undermining girls' self-esteem. [The lack of sexual and reproductive education has a profound impact on women and men] [taking into account the rights, duties and responsibilities of parents and other persons legally responsible for children and consistent with the Convention on the Rights of the Child].

77. Science curricula in particular are gender-biased. Science textbooks do not relate to women's and girls' daily experience and fail to give recognition to women scientists. Girls are often deprived of basic education in mathematics

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and science and technical training, which provide knowledge they could apply to improve their daily lives and enhance their employment opportunities. Advanced study in science and technology prepares women to take an active role in the technological and industrial development of their countries, thus necessitating a diverse approach to vocational and technical training. Technology is rapidly changing the world and has also affected the developing countries. It is essential that women not only benefit from technology, but also participate in the process from the design to the application, monitoring and evaluation stages.

78. [It can be ascertained that, particularly in the developed countries, a substantial improvement in the situation of girls at all levels of education, including the higher level, is one of the factors of their continued progress in professional activities. Nevertheless, it can be noted that girls are still concentrated in a [too] limited number of [the higher] branches.] Even at a higher level of educational qualification, women encounter more prejudices than men in a number of sectors, which makes it difficult for them to maximize the use of their degrees.

79. The mass media are a powerful means of education. As an educational tool the mass media can be an instrument for educators and governmental and non-governmental institutions for the advancement of women and for development. Computerized education and information systems are increasingly becoming an important element in learning and dissemination of knowledge. Television especially has the greatest impact on young people and, as such, has the ability to shape values, attitudes and perceptions of women and girls in both positive and negative ways. It is therefore essential that educators teach critical judgement and analytical skills.

80. [Resources allocated to education in many countries are insufficient and where structural adjustment programmes are in place, are sometimes further diminished. This has a long-term adverse effect on human development, particularly on the development of women.]

81. In addressing unequal access to and inadequate educational opportunities, Governments and other actors should promote an active and visible policy of mainstreaming a gender perspective into all policies and programmes, so that, before decisions are taken, an analysis is made of the effects on women and men, respectively.

[Ensure women's access to quality education and training for self-reliance at all levels and in all fields and sectors]

Strategic objective B.1. Ensure equal access to education

Actions to be taken

82. By Governments:

- (a) [Attain the goals of equal access to education without distinction as to sex, race, national origin, age or disability, or any other form of

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discrimination and ensure that procedures to address grievances are established;]

- (b) By the year 2000, universal access to basic education and completion of primary education by at least 80 per cent of primary school-age children; closing the gender gap in primary and secondary school education by the year 2005; universal primary education in all countries before the year 2015;
- (c) Eliminate gender disparities in access to all areas of tertiary education by ensuring that women have equal access to career development, training, scholarship and fellowship, and by adopting positive action when appropriate;
- (d) Create a gender-sensitive educational system in order to ensure equal educational and training opportunities and full and equal participation of women in educational administration and policy- and decision-making;
- (e) Provide - in collaboration with parents, non-governmental organizations, including youth organizations, communities and the private sector - young women with academic and technical training, career planning, leadership and social skills and work experience to prepare them to participate fully in society;
- (f) Increase enrolment and retention rates of girls by allocating appropriate budgetary resources and by enlisting the support of parents and the community, as well as through campaigns, flexible school schedules, incentives, scholarships and other means to minimize the costs of girls' education to their families [and to facilitate parents' ability to choose quality education for the girl child];

[by ensuring that the rights of women and girls to freedom of conscience and religion are respected in educational institutions]
[through repealing any discriminatory laws or legislation based on religion, race or culture];
- (g) Promote an educational setting that eliminates all barriers that impede the schooling of pregnant adolescents and young mothers, including, as appropriate, affordable and physically accessible child-care facilities and parental education to encourage those who are responsible for the care of their children and siblings during their school years, to return to, or continue with and complete schooling;
- (h) [Improve the equality of education to ensure that women of all ages are provided with the knowledge, reasoning ability, skills and ethical values required to develop their full capacities in health and dignity and to participate fully in the social, economic and political process of development. In this regard, women and girls should be considered a priority group;]

- (i) Make available non-discriminatory and gender-sensitive professional school counselling and career education programmes to encourage girls to pursue academic and technical curricula in order to widen their future career opportunities;
- (j) Encourage ratification of the International Covenant on Economic, Social and Cultural Rights 12/ where they have not already done so.

Strategic objective B.2. Eradicate illiteracy among women worldwide [by the year 2000]

Actions to be taken

83. By Governments, national, regional and international bodies, bilateral and multilateral donors and non-governmental organizations:

- (a) Reduce the female illiteracy rate to at least half its 1990 level, with emphasis on rural women, migrant, refugee and internally displaced women and women with disabilities;
- (b) Provide universal access to, and seek to ensure gender equality in the completion of, primary education for girls by the year 2000;
- (c) Eliminate the gender gap in basic and functional literacy, as recommended in the World Declaration on Education for All (Jomtien);
- (d) Narrow the disparities between developed and developing countries;
- (e) Encourage adult and family engagement in learning to promote total literacy for all people;
- (f) [Expand the definition of literacy to include scientific and technological knowledge.]

Strategic objective B.3. Improve women's access to vocational training, science and technology and continuing education

Actions to be taken

84. By Governments, in cooperation with employers, workers and trade unions, international and non-governmental organizations, including women's and youth organizations, and educational institutions:

- (a) Develop and implement education, training and retraining policies for women, especially young women and women re-entering the labour market, to provide skills to meet the needs of a changing socio-economic context for improving their employment opportunities;

- (b) Provide recognition to non-formal educational opportunities for girls and women in the educational system;
- (c) Provide information to women and girls on the availability and benefits of vocational training, training programmes in science and technology and programmes of continuing education;
- (d) Design educational and training programmes for women who are unemployed in order to provide them with new knowledge and skills that will enhance and broaden their employment opportunities, including self-employment, and development of their entrepreneurial skills;
- (e) Diversify vocational and technical training and improve access for and retention of girls and women in education and vocational training in such fields as science, mathematics, engineering, environmental sciences and technology, information technology and high technology, as well as management training;
- (f) Promote women's central role in food and agricultural research, extension and education programmes;
- (g) Encourage the adaptation of curricula and teaching materials, encourage a supportive training environment and take positive measures to promote training for the full range of occupational choices of non-traditional careers for women and men, including the development of multidisciplinary courses for science and mathematics teachers to sensitize them to the relevance of science and technology to women's lives;
- (h) Develop curricula and teaching materials and formulate and take positive measures to ensure women better access to and participation in technical and scientific areas, especially areas where they are not represented or are underrepresented;
- (i) Develop policies and programmes to encourage women to participate in all apprenticeship programmes;
- (j) Increase training in technical, managerial, agricultural extension and marketing areas for women in agriculture, fisheries, industry and business, arts and crafts, to increase income-generating opportunities, women's participation in economic decision-making, in particular through women's organizations at the grass-roots level, and their contribution to production, marketing, business, and science and technology;
- (k) Ensure access to [quality] education and training at all appropriate levels for adult women with little or no education, for women with disabilities and for documented migrant, refugee and displaced women to improve their work opportunities.

Strategic objective B.4. Develop non-discriminatory education and training

Actions to be taken

85. By Governments, educational authorities and other educational and academic institutions:

- (a) Elaborate recommendations and develop curricula, textbooks and teaching aids free of gender-stereotypes for all levels of education, including teacher training, in association with all concerned: publishers, teachers, public authorities and parents associations;
- (b) [Develop training programmes and materials for teachers and educators that raise awareness about the status, role and contribution of women and men in the family and society; in this context, promote equality, [equity], cooperation, mutual respect and shared responsibilities between girls and boys [at an appropriate age, consistent with the Convention on the Rights of the Child and recognizing the rights, duties and responsibilities of parents and other persons legally responsible for children] [from pre-school level onward] [and develop, in particular, educational modules to ensure that boys have the skills necessary to take care of their own domestic needs and to share responsibility for their household and for the care of dependants];]
- (c) Develop training programmes and materials for teachers and educators that raise awareness of their own role in the educational process, with a view to providing them with effective strategies for gender-sensitive teaching;
- (d) Take actions to ensure that female teachers and professors have the same opportunities as and equal status with male teachers and professors, in view of the importance of having female teachers at all levels and in order to attract girls to school and retain them in school;
- (e) Introduce and promote training in peaceful conflict resolution;
- (f) Take positive measures to increase the proportion of women gaining access to educational policy- and decision-making, particularly women teachers at all levels of education and in academic disciplines that are traditionally male-dominated, such as the scientific and technological fields;
- (g) Support and develop gender studies and research at all levels of education, especially at the postgraduate level of academic institutions, and apply them in the development of curricula, including university curricula, textbooks and teaching aids, and in teacher training;

- (h) Develop leadership training and opportunities for all women to encourage them to take leadership roles both as students and as adults in civil society;
- (i) Develop appropriate education and information programmes with due respect to multilingualism, particularly in conjunction with the mass media, that make the public, particularly parents, aware of the importance of non-discriminatory education for children and the equal sharing of family responsibilities between girls and boys;
- (j) Develop human rights education programmes that incorporate the gender dimension at all levels of education, in particular by encouraging higher education institutions, especially in their graduate and postgraduate juridical, social and political science curricula, to include the study of the human rights of women as they appear in United Nations conventions;
- (k) Remove legal and regulatory barriers to [sexual and reproductive health] education within formal education [regarding women's health issues];
- (l) [Encourage, with the support of their parents and in cooperation with educational staff and institutions, the elaboration of educational programmes for girls and boys and the creation of integrated services related to youth sexuality, to raise awareness of their responsibilities and to help them to assume those responsibilities, taking into account the importance of such education and services to personal development and self-esteem, as well as the urgent need to avoid unwanted pregnancy, the spread of sexually transmitted diseases, especially HIV/AIDS, and phenomena such as sexual violence and abuse];
- (m) Provide accessible recreational and sports facilities and establish and strengthen gender-sensitive programmes for girls and women of all ages in education and community institutions and support the advancement of women in all areas of sport and physical activity, including coaching, training and administration, and as participants at the national, regional and international levels;
- (n) Recognize and support the right of indigenous women and girls to education; promote a multicultural approach to education that is responsive to the needs, aspirations and cultures of indigenous women, including by developing appropriate education programmes, curricula and teaching aids, to the extent possible in the languages of indigenous people and by providing for the participation of indigenous women in these processes;
- (o) Acknowledge and respect the artistic, spiritual and cultural activities of indigenous women;
- (p) [Ensure that gender, cultural and religious diversity are respected in educational institutions and reflected in educational materials;]

- (q) Promote education, training and relevant information programmes for rural and farming women through the use of affordable and appropriate technologies and the mass media - for example, radio programmes, cassettes and mobile units;
- (r) Provide non-formal education, especially for rural women, in order to realize their potential with regard to health, micro-enterprise, agriculture and legal rights;
- (s) [Remove all barriers to the schooling of pregnant girls and young mothers and provide child care and other support services.]

*Strategic objective B.5. Allocate sufficient resources for educational reforms and monitor implementation

Actions to be taken

86. By Governments:

- (a) Provide the required budgetary resources to the educational sector, with reallocation within the educational sector to ensure increased funds for basic education, as appropriate;
- (b) Establish a mechanism at appropriate levels to monitor the implementation of educational reforms and measures in relevant ministries, and establish technical assistance programmes, as appropriate, to address issues raised by the monitoring efforts.

87. [By Governments,] [Invite] private and public institutions, foundations, research institutes and non-governmental organizations:

- (a) [[to] mobilize additional funds [from organizations in the private sector] [, whenever necessary,] [to meet] [to assist in meeting] the costs of education [for all girls and women with a particular emphasis on under-served populations];]
- (b) Provide funding for special programmes, such as programmes in mathematics, science and computer technology, to advance opportunities for all girls and women.

88. By multilateral development institutions, including the World Bank, regional development banks, bilateral donors and foundations [, consider]:

- (a) Increase[ing] funding for the education and training needs of girls and women as a priority in development assistance programmes;

* It is proposed to consider this section in chapters V and VI.

- (b) [Maintain[ing] or increase[ing] funding levels for education in structural adjustment and economic recovery programmes, including lending and stabilization programmes.]

89. By international and intergovernmental organizations, especially the United Nations Educational, Scientific and Cultural Organization (UNESCO), at the global level:

- (a) [Monitor progress, using educational indicators generated by national, regional and international bodies, and make Governments accountable for implementing measures to close the gap between women and men in education and training opportunities, and in the levels of achievement in all fields, particularly primary and literacy programmes];
- (b) Provide technical assistance upon request to developing countries to strengthen the capacity to monitor progress in closing the gap between women and men in education, training and research, and in levels of achievement in all fields, particularly basic education and elimination of illiteracy;
- (c) Conduct an international campaign promoting the right of women and girls to education;
- (d) [Allocate a minimum percentage of assistance to basic education for women and girls.]

Strategic objective B.6. [To promote lifelong learning [educational processes] for girls and women]

Actions to be taken

90. By Governments, educational institutions and communities:

- (a) Ensure the availability of a broad range of educational and training programmes that lead to ongoing acquisition by women and girls of the knowledge and skills required for living in, contributing to and benefiting from, their communities and nations;
- (b) Provide support for child care and other services to enable mothers to continue their schooling;
- (c) Create flexible education, training and retraining programmes for lifelong learning that facilitate transitions between women's activities at all stages of their lives.

C. Inequalities in access to health and related services

91. Women have the right to the enjoyment of the highest attainable standard of physical and mental health. The enjoyment of this right is vital to their life and well-being and their ability to participate in all areas of public and

private life. Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity. Women's health involves their emotional, social and physical well-being, and is determined by the social, political and economic context of their lives, as well as by biology. However, health and well-being elude the majority of women. [The major] barrier for women to the achievement of the highest attainable standard of health is inequality, both between men and women and [among women]. In national and international forums, women have emphasized that to attain optimal health throughout the life cycle, equality, including the sharing of family responsibilities, development and peace are necessary conditions.

92. Women have different and unequal access to and use of basic health resources, including primary health services for the prevention and treatment of childhood diseases, malnutrition, anaemia, diarrhoeal diseases, communicable diseases, malaria and other tropical diseases and tuberculosis, among others. Women also have different and unequal opportunities for the protection, promotion and maintenance of their health. In many developing countries, the lack of emergency obstetric services is also of particular concern. Health policies and programmes often perpetuate [gender] stereotypes and fail to consider socio-economic disparities and other differences among women and may not fully take account of the lack of autonomy of women regarding their health. Women's health is also affected by [gender] bias in the health system and by the provision of inadequate and inappropriate medical services to women.

93. In many countries, in particular developing and least-developed countries, [structural adjustment,] [the deterioration of public health systems, a decrease in public health spending and, in some cases, increasing privatization of health-care systems without appropriate guarantees of universal access] further reduce health-care availability. This situation not only directly affects the health of girls and women, but also places disproportionate responsibilities on women, whose multiple roles, including their roles within the family and the community, are often not acknowledged; hence they do not receive the necessary social, psychological and economic support.

94. Women's right to the enjoyment of the highest standard of health must be secured throughout the whole life cycle in equality with men. Women are affected by many of the same health conditions as men, but women experience them differently. The prevalence among women of poverty and economic dependence, their experience of violence, negative attitudes towards women and girls, discrimination due to race and other forms of discrimination, [the limited power many women have over their sexual and reproductive lives] and lack of influence in decision-making are social realities which have an adverse impact on their health. Lack of and inequitable distribution of food for girls and women in the household, inadequate access to safe water, sanitation facilities and fuel supplies, particularly in rural and poor urban areas, and deficient housing conditions, all overburden women and their families and have a negative effect on their health. Good health is essential to leading a productive and fulfilling life [and the right of all women to control their own fertility is basic to their empowerment].

95. Discrimination against girls, often resulting from son preference, in access to nutrition and health-care services endangers their current and future

health and well-being. Conditions that force girls into early marriage, pregnancy and child-bearing and subject them to harmful practices, such as female genital mutilation, pose grave health risks. Adolescent girls need, but too often do not have, access to necessary health and nutrition services as they mature. [Counselling and access to sexual and reproductive health information and services for adolescents are still inadequate or lacking completely, and a young woman's right to privacy, confidentiality, respect and informed consent is often not considered, taking into account the parents' responsibilities] Adolescent girls are both biologically and psychosocially more vulnerable than boys to sexual abuse, violence and prostitution, and to the consequences of [unprotected] [premature] sexual relations. The trend towards early sexual experience, combined with a lack of information and services, increases the risk of [unwanted] and too early pregnancy, HIV infection and other sexually transmitted diseases, as well as [unsafe abortions]. Early child-bearing continues to be an impediment to improvements in the educational, economic and social status of women in all parts of the world. Overall, for young women early marriage and early motherhood can severely curtail educational and employment opportunities and are likely to have a long-term, adverse impact on the quality of their lives and the lives of their children. Young men are often not educated to respect [women's self-determination] and to share responsibility with women in matters of sexuality and reproduction.

96. [Reproductive health is a state of complete physical, mental and social well-being, and not merely the absence of disease or infirmity, in all matters relating to the reproductive system and to its functions and processes. Reproductive health therefore implies that people are able to have a satisfying and safe sex life and that they have the capability to reproduce and the freedom to decide if, when and how often to do so. Reproductive rights rest on the recognition of the basic right of all couples and individuals to decide freely and responsibly the number, spacing and timing of their children and to have the information and means to do so, and the right to attain the highest standard of sexual and reproductive health. It also includes their right to make decisions concerning reproduction free of discrimination, coercion and violence, as expressed in human rights documents. Sexual health enhances life and personal relations, and does not merely involve counselling and care related to reproduction and sexually transmitted diseases.]

97. [Sexual rights include the individual's right to have control over and decide freely on matters related to her or his sexuality, free of coercion, discrimination and violence. Equal relationships between women and men in matters of sexual relations and reproduction, including full respect for the physical integrity of the human body, require mutual consent and willingness to accept responsibility for the consequences of sexual behaviour.]

*98. Further, women are subject to particular health risks due to inadequate responsiveness and lack of services to meet health needs related to sexuality and reproduction. Complications related to pregnancy and childbirth are among the leading causes of mortality and morbidity of women of reproductive age in many parts of the developing world. Similar problems exist to a certain degree

* The placement of the paragraph has not yet been determined.

in some countries with economies in transition.* [Unsafe abortions] threaten the lives of a large number of women, representing a grave public health problem as it is primarily the poorest and youngest who take the highest risk. [Most of these deaths, health problems and injuries are preventable, [through improved access to adequate health-care services including safe and effective family planning methods and emergency obstetric care] [recognizing the right of women and men to be informed and to have access to safe, effective, affordable and acceptable methods of family planning of their choice, as well as other methods of their choice for regulation of fertility which are not against the law, and the right of access to appropriate health-care services that will enable women to go safely through pregnancy and childbirth and provide couples with the best chance of having a healthy infant.] [These problems and means should be addressed on the basis of the report of the International Conference on Population and Development, with particular reference to paragraphs [1.15], [7.1], 7.2, 7.3, 7.6 and 8.25, among others, of the Programme of Action of the Conference. 13/] In most countries, the neglect of women's [reproductive rights] severely limits their opportunities in public and private life, including opportunities for education and economic and political empowerment. [The ability of women to control their own fertility forms an important basis for the enjoyment of other rights.] Shared responsibility between women and men in matters related to sexual and reproductive behaviour is also essential to improving women's health.

99. HIV/AIDS and other sexually transmitted diseases, the transmission of which is sometimes a consequence of sexual violence, are having a devastating effect on women's health, particularly the health of adolescent girls and young women. Women [and adolescent girls often do not have the power to insist on safe sex practices] [are not able to insist on responsible sexual behaviour on the part of their partners] and have little access to information and services for prevention and treatment. Women, who represent half of all adults newly infected with HIV/AIDS and other sexually transmitted diseases, have emphasized that social vulnerability and the unequal power relationships between women and men [are obstacles to negotiating safe sex], in their efforts to control the spread of sexually transmitted diseases. The consequences of HIV/AIDS reach beyond women's health to their role as [mothers,] caregivers and their contribution to the economic support of their families. The social, developmental and health consequences of HIV/AIDS and other sexually transmitted diseases need to be seen from a [gender] perspective.

100. Sexual and [gender-based] violence, including physical and psychological abuse, trafficking in women and girls, other forms of abuse [and prostitution] place girls and women at high risk of physical and mental trauma, disease [and unwanted pregnancy]. Such situations often deter women from using health and other services.

101. Mental disorders related to [alienation] [marginalization], powerlessness and poverty, along with overwork and stress and the growing incidence of domestic violence as well as substance abuse are among other health issues of growing concern to women. Women throughout the world, especially young women,

* Suitable published statistics may be added here.

are increasing their use of tobacco with serious effects on their health and that of their children. Occupational health issues are also growing in importance, as a large number of women work in low-paid jobs either in the formal or the informal labour market under tedious and unhealthy conditions and the number is rising. Cancers of the breast and cervix and other cancers of the reproductive system as well as infertility affect growing numbers of women and may be preventable, or curable, if detected early.

102. With the increase in life expectancy and the growing numbers of older women, their health concerns require particular attention. The long-term health prospects of women are influenced by changes at menopause, which, in combination with life-long conditions and other factors, such as poor nutrition and lack of physical activity, may increase the risk of cardiovascular disease and osteoporosis. Other diseases of ageing and the interrelationships of ageing and disability among women also need particular attention.

103. Women, like men, particularly in rural areas and poor urban areas, are increasingly exposed to environmental health hazards owing to environmental catastrophes and degradation. Women have a different susceptibility to various environmental hazards, contaminants and substances and they suffer different consequences from exposure to them.

104. The quality of women's health care is often deficient in various ways, depending on local circumstances. [Women are frequently not treated with respect, nor are they guaranteed privacy and confidentiality, nor do they always receive full information about the options and services available.] Furthermore, in some countries, over-medicating women's life events is common, leading to unnecessary surgical intervention and inappropriate medication.

105. Statistical data on health are often not systematically collected, disaggregated and analysed by age, sex and socio-economic status, and [race and ethnicity] [and other relevant variables] among others. Recent and reliable data on mortality and morbidity of women and conditions and diseases particularly affecting women are not available in many countries. Relatively little is known about how social and economic factors affect the health of girls and women of all ages, about the provision of health services to girls and women and the patterns of their use of such services, and about the value of disease prevention and health promotion programmes for women. Subjects of importance to women's health have not been adequately researched and women's health research often lacks funding. Medical research, on heart disease for example, and epidemiological studies in many countries are often based solely on men; they are not gender specific. Clinical trials involving women to establish basic information about dosage, side-effects and effectiveness [including contraceptives] are noticeably absent and do not always conform to ethical standards for research and testing. Many drug therapy protocols and other medical treatments and interventions administered to women are based on research on men without any investigation and adjustment for gender differences.

106. In addressing inequalities in health status and unequal access to and inadequate health care services between women and men, Governments and other actors should promote an active and visible policy of mainstreaming a gender

perspective in all policies and programmes, so that, before decisions are taken, an analysis is made of the effects for women and men, respectively.

[Increase women's full access throughout the life cycle to appropriate, affordable and quality health care and related services]

Strategic objective C.1. Increase women's access throughout the life cycle to appropriate free or affordable and good quality health care and related information and services[*]

Actions to be taken

107. By Governments, [in collaboration with non-governmental organizations and employers and with the support of international institutions]:

- (a) Support and implement [their commitments] [the commitments made] [to the report of the International Conference on Population and Development] [in the Programme of Action of the International Conference on Population and Development, taking into account the reservations and declarations made in that document] and the Copenhagen Declaration on Social Development and Programme of Action of the World Summit for Social Development 14/ and relevant international agreements, to meet the health needs of girls and women of all ages;
- (b) Reaffirm the right to the enjoyment of the highest attainable standards of physical and mental health, protect and promote the attainment of this right for women and girls and incorporate it in national legislation, for example; review existing legislation, including health legislation, as well as policies, where necessary, to reflect a commitment to women's health and to ensure that they meet the changing roles and responsibilities of women wherever they reside;
- (c) Design and implement, in cooperation with women and community-based organizations, gender-sensitive health programmes, including decentralized health services, that address the needs of women throughout their lives and take into account their multiple roles and responsibilities, the demands on their time, the special needs of rural women and women with disabilities and the diversity of women's

[* The implementation of the actions to be taken contained in the section on health are the sovereign right of each country, consistent with national laws and development priorities, with full respect for the various religious and ethical values and cultural backgrounds of its people and in conformity with universally recognized international human rights.] [The section on health is especially guided by the principles contained in chapter II of the Programme of Action of the International Conference on Population and Development, in particular the introductory paragraphs.]

needs arising from age, socio-economic and cultural differences, among others, and include women, especially local and indigenous women, in the identification and planning of health-care priorities and programmes; [and remove all barriers to women's health services] [and provide the widest possible access to a broad range of health-care services];

- (d) [Allow women access to social security systems in equality with men throughout the whole life cycle;]
- (e) Provide more accessible, available and affordable primary health-care services of high quality, including [sexual and reproductive health care as well as family planning information and services] and giving particular attention to maternal and emergency obstetric care [as contained in the report of the International Conference on Population and Development] [as agreed in the Programme of Action of the International Conference on Population and Development];
- (f) Redesign health information, services and training for health workers, so they are [gender] sensitive and reflect the user's perspectives with regard to interpersonal and communications skills and the user's right to privacy and confidentiality. [recognizing the rights, duties and responsibilities of parents and other persons legally responsible for children, and consistent with the Convention on the Rights of the Child] These services, information and training should adopt a holistic approach [as defined by WHO];
- (g) [Ensure that all health services and workers conform to human rights and to ethical, professional and gender-sensitive standards in the delivery of women's health services aimed at ensuring responsible, voluntary and informed consent.] [Develop, implement and disseminate widely codes of ethics in this regard.] [Nothing, however, in the present Platform for Action is intended to require any health professional or health facility to provide (or refer for) services to which they have objections on the basis of religious belief or moral conviction as a violation of conscience];
- (h) [Take all appropriate measures to eliminate harmful, medically unnecessary or coercive medical interventions, as well as inappropriate medication and over-medication of women. All women should be fully informed of their options, including likely benefits and potential side effects;]

(First alternative)

[Ensure that women are fully informed by properly trained personnel orally, and in writing where appropriate, of the potential dangers, side effects and contraindications as well as the likely benefits of their health-care options, including medication and any surgical interventions, among others; all appropriate measures should be taken to eliminate harmful, medically unnecessary or coercive medical interventions, as well as inappropriate medication and over-medication

of women; ensure that immunization is provided to women and girls according to established ethical medical standards;]

(Second alternative)

- [Ensure that before medication is prescribed, mechanical devices inserted or sterilization performed, women are examined by a physician, who must give them full information, orally and in writing, on the potential dangers, side effects and contraindications of all the available methods of family planning; ensure that immunization of women and girls does not include experimental drugs, vaccines or abortifacients;]
- (i) Strengthen and reorient health services, particularly primary health care, in order to ensure universal access to quality health services for women and girls, [recognizing the rights, duties and responsibilities of parents and other persons legally responsible for children and consistent with the Convention on the Rights of the Child] to reduce ill health and maternal morbidity and to achieve worldwide the agreed-upon goal of reducing maternal mortality by at least 50 per cent of the 1990 levels by the year 2000 and a further one half by the year 2015; ensure that the necessary services are available at each level of the health system; and make reproductive health care accessible, through the primary health-care system, to all individuals of appropriate ages as soon as possible and no later than the year 2015;
- (j) [Recognize and deal with the health impact of unsafe abortion as a major public health concern, as agreed in the Programme of Action of the International Conference on Population and Development;]

[Paragraph 8.25 of the Programme of Action of the International Conference on Population and Development states: "In no case should abortion be promoted as a method of family planning. All Governments and relevant intergovernmental and non-governmental organizations are urged to strengthen their commitment to women's health, to deal with the health impact of unsafe abortion ^{15/} as a major public health concern and to reduce the recourse to abortion through expanded and improved family-planning services. Prevention of unwanted pregnancies must always be given the highest priority and every attempt should be made to eliminate the need for abortion. Women who have unwanted pregnancies should have ready access to reliable information and compassionate counselling. Any measures or changes related to abortion within the health system can only be determined at the national or local level according to the national legislative process. In circumstances where abortion is not against the law, such abortion should be safe. In all cases, women should have access to quality services for the management of complications arising from abortion. Post-abortion counselling, education and family-planning services should be offered promptly, which will also help to avoid repeat abortions."]

- (k) [Consider reviewing laws containing punitive measures against women who have undergone illegal abortions;]
- (l) Give particular attention to the needs of girls [taking into account the rights, duties and responsibilities of parents and other persons legally responsible for children and consistent with the Convention on the Rights of the Child] especially the promotion of healthy behaviour, including physical activities; take specific measures for closing the gender gaps in morbidity and mortality where girls are disadvantaged, while achieving internationally approved goals for the reduction of infant and child mortality - specifically, by the year 2000, the reduction of mortality rates of infants and children under five years of age by one third of the 1990 level, or 50 to 70 per 1,000 live births, whichever is less; by the year 2015 an infant mortality rate below 35 per 1,000 live births and an under-five mortality rate below 45 per 1,000;
- (m) Ensure that girls [taking into account the rights, duties and responsibilities of parents and other persons legally responsible for children and consistent with the Convention on the Rights of the Child] have continuing access to necessary health and nutrition information and services as they mature, to facilitate a healthful transition from childhood to adulthood;
- (n) Develop information, programmes and services to assist women to understand and adapt to changes associated with ageing; and to address and treat the health needs of older women, paying particular attention to those who are physically or psychologically dependent;
- (o) Ensure that girls and women of all ages with any form of disability receive supportive services;
- (p) Formulate special policies, design programmes and enact the legislation necessary to alleviate and eliminate environmental and occupational health hazards associated with work in the home, in the workplace and elsewhere [with special attention to pregnant and lactating women];
- (q) Integrate mental health services into primary health care systems or other appropriate levels, develop supportive programmes and train primary health workers to recognize and care for girls and women of all ages who have experienced any form of violence especially domestic violence, sexual abuse or other abuse resulting from armed and non-armed conflict;
- (r) Promote public information on the benefits of breast-feeding; examine ways and means of implementing fully the WHO/UNICEF International Code of Marketing of Breast-milk Substitutes, and enable mothers to breast-feed their infants by providing legal, economic, practical and emotional support;

- (s) Establish mechanisms to support and involve non-governmental organizations, particularly women's organizations, professional groups and other bodies working to improve the health of girls and women, in government policy-making, programme design, as appropriate, and implementation within the health sector and related sectors at all levels;
- (t) Support non-governmental organizations working on women's health and help develop networks aimed at improving coordination and collaboration between all sectors that affect health;
- (u) Rationalize drug procurement and ensure a reliable, continuous supply of high-quality pharmaceutical, [contraceptive] and other supplies and equipment, [using the WHO Model List of Essential Drugs as a guide;] and ensure the safety of drugs and devices through national regulatory drug approval processes;
- (v) Provide improved access to appropriate treatment and rehabilitation services for women substance abusers and their families;
- (w) Promote and ensure household and national food security, as appropriate, and implement programmes aimed at improving the nutritional status of all girls and women by implementing the commitments made in the Plan of Action on Nutrition of the International Conference on Nutrition 16/ including a reduction worldwide of severe and moderate malnutrition among children under the age of five by one half of 1990 levels by the year 2000, giving special attention to the gender gap in nutrition, and a reduction in iron deficiency anaemia in girls and women by one third of the 1990 levels by the year 2000;
- (x) Ensure the availability of and universal access to safe drinking water and sanitation and put in place effective public distribution systems as soon as possible;
- (y) Ensure full and equal access to health care infrastructure and services for indigenous women.

Strategic objective C.2. Strengthen preventive programmes that address threats to women's health

Actions to be taken

108. By Governments, in cooperation with non-governmental organizations, the mass media, the private sector and relevant international organizations, including United Nations bodies, as appropriate:

- (a) [Give priority to both formal and informal educational programmes that support and enable women to develop self-esteem, acquire knowledge, make decisions on and take responsibility for their own health, [achieve mutual respect in matters concerning] sexuality and fertility

and educate men regarding the importance of women's health and well-being, placing special focus on programmes for both men and women that emphasize the elimination of harmful attitudes and practices, including female genital mutilation, son preference (which results in female infanticide and prenatal sex selection), early marriage, violence against women, [prostitution], sexual abuse, which at times is conducive to infection with HIV/AIDS and other sexually transmitted diseases, drug abuse, discrimination against girls and women in food allocation and other harmful attitudes and practices related to the life, health and well-being of women, and recognizing that some of these practices can be violations of human rights and ethical medical principles;]

- (b) Pursue social, human development, education and employment policies to eliminate poverty among women in order to reduce their susceptibility to ill health and to improve their health;
- (c) Encourage men to share equally in child care and household work and to provide their share of [adequate] financial support for their families, even if they do not live with them;
- (d) [Reinforce laws, reform institutions and promote norms and practices that eliminate discrimination against women and encourage both women and men to take responsibility for their sexual and reproductive behaviour; [ensure full respect for the physical integrity of the human body]; [and take action to ensure the conditions necessary for women to exercise their reproductive rights] [and eliminate, where possible, coercive laws and practices];]
- (e) [Prepare and disseminate accessible information, through public health campaigns, the media, reliable counselling and the education system, designed to ensure that women and men, particularly young people, can acquire knowledge about their health, especially information on sexuality and reproduction, [taking into account the rights, duties and responsibilities of parents and other persons legally responsible for children and consistent with the Convention on the Rights of the Child] [as agreed in the Programme of Action of the International Conference on Population and Development] and [as contained in the report of the International Conference on Population and Development];]
- (f) Create and support programmes in the educational system, in the workplace and in the community to make opportunities to participate in sport, physical activity and recreation available to girls and women of all ages on the same basis as they are made available to men and boys;
- (g) [Recognize the specific needs of adolescents, [boys and girls] and implement specific appropriate programmes, such as information [on sexual and reproductive health issues and] on sexually transmitted diseases including HIV/AIDS, and recognize their right to privacy, confidentiality, respect and informed consent; [taking into account

the rights, duties and responsibilities of parents and other persons legally responsible for children and consistent with the Convention on the Rights of the Child]];

- (h) Develop policies that reduce the disproportionate and increasing burden on [mothers] women [who have multiple roles within the family and the community] by providing women with adequate support and programmes from health and social services;
- (i) Adopt regulations to ensure that the working conditions, including remuneration and promotion of women at all levels of the health system, are non-discriminatory and meet fair and professional standards to enable them to work effectively;
- (j) Ensure that health and nutritional information and training form an integral part of all adult literacy programmes and school curricula from the primary level;
- (k) Develop and undertake media campaigns and information and educational programmes that inform women and girls of the health and related risks of substance abuse and addiction and pursue strategies and programmes that discourage substance abuse and addiction and promote rehabilitation and recovery;
- (l) Devise and implement comprehensive and coherent programmes for the prevention, diagnosis and treatment of osteoporosis, a condition that predominantly affects women;
- (m) Establish and/or strengthen programmes and services, including media campaigns, that address the prevention, early detection and [treatment of breast, cervical and other cancers of the reproductive system];
- (n) Reduce environmental hazards that pose a growing threat to health, especially in poor regions and communities; apply a precautionary approach, as agreed to in the Rio Declaration on Environment and Development, adopted by the United Nations Conference on Environment and Development, 17/ and include reporting on women's health risks related to the environment in monitoring the implementation of Agenda 21;
- (o) Create awareness among women, health professionals, policy makers and the general public about the serious but preventable health hazards stemming from tobacco consumption and the need for regulatory and education measures to reduce smoking as important health promotion and disease prevention activities;
- (p) [Ensure that medical school curricula and other health care training include comprehensive and mandatory courses on women's health as defined in paragraph 91 above];
- (q) Adopt specific preventive measures to protect women, youth and [children] from any abuse - sexual abuse, exploitation, trafficking

and violence, for example - including the formulation and enforcement of laws and provide legal protection and medical and other assistance.

Strategic objective C.3. Undertake [gender-sensitive] multisectoral initiatives that address sexually transmitted diseases, the HIV/AIDS pandemic and other [sexual and reproductive health] issues

Actions to be taken

109. By Governments, international bodies including relevant United Nations organizations, bilateral and multilateral donors and non-governmental organizations:

- (a) Ensure the involvement of women, especially those infected with HIV/AIDS or other sexually transmitted diseases or affected by the HIV/AIDS pandemic, in all decision-making relating to the development, implementation, monitoring and evaluation of policies and programmes on HIV/AIDS and other sexually transmitted diseases;
- (b) [Review and amend laws and practices, as appropriate, that may contribute to women's susceptibility to HIV infection and other sexually transmitted diseases, including enacting legislation against [those socio-cultural practices] that contribute to it], and implement legislation, policies and practices to protect women, adolescents and young girls from discrimination related to HIV/AIDS;
- (c) Encourage all sectors of society, including the public sector, as well as international organizations, to develop compassionate and supportive, non-discriminatory AIDS/HIV-related policies and practices that protect the rights of infected individuals;
- (d) Recognize the extent of the HIV/AIDS pandemic in their countries, taking particularly into account its impact on women, with a view to ensuring that infected women not suffer stigmatization and discrimination [including during travel];
- (e) Develop [gender-sensitive] multisectoral programmes and strategies to end social subordination of women and girls and to ensure their social and economic empowerment and equality; and facilitate promotion of programmes to educate and enable men to assume their responsibilities to prevent HIV/AIDS and other sexually transmitted diseases;
- (f) Facilitate the development of community strategies that will protect women of all ages from HIV and other sexually transmitted diseases, provide care and support to infected girls, women and their families and mobilize all parts of the community in response to the HIV/AIDS pandemic to exert pressure on all responsible authorities to respond in a timely, effective, sustainable and [gender-sensitive] manner;

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- (g) Support and strengthen national capacity to create and improve [gender-sensitive] policies and programmes on HIV/AIDS and other sexually transmitted diseases, including the provision of resources and facilities to women who find themselves the principal caregivers or economic support for those infected with HIV/AIDS or affected by the pandemic, and the survivors, particularly children and older persons;
- (h) Provide workshops and specialized education and training to parents, decision makers and opinion leaders at all levels of the community, including religious and traditional authorities, on prevention of HIV/AIDS and other sexually transmitted diseases, and their repercussions on both women and men of all ages; [parental language]
- (i) [Give all women all relevant information about HIV/AIDS and pregnancy and the implications for the baby, including breast-feeding;]
- (j) Assist women [of all ages] [recognizing the rights, duties and responsibilities of parents and other persons legally responsible for children and consistent with the Convention on the Rights of the Child] and their formal and informal organizations to establish and expand effective peer education and outreach programmes and to participate in the design, implementation and monitoring of these programmes; [recognizing the rights, duties and responsibilities of parents and other persons legally responsible for children and consistent with the Convention on the Rights of the Child];
- (k) Give full attention to the promotion of mutually respectful and equitable [gender relations] and, in particular, to meeting the educational and service needs of adolescents to enable them to deal in a positive and responsible way with their sexuality, [as agreed in the Programme of Action of the International Conference on Population and Development] [as contained in the report of the International Conference on Population and Development];
- (l) [Design specific programmes for boys, adolescents, [with the support and guidance of their parents,] [recognizing the rights, duties and responsibilities of parents and other persons legally responsible for children and consistent with the Convention on the Rights of the Child] and men of all ages, aimed at providing [reliable] [complete and accurate] information and encouraging [abstinence until marriage as responsible sexual behaviour.] safe and responsible sexual and reproductive behaviour, including voluntary, appropriate and effective male methods for the prevention of HIV/AIDS and other sexually transmitted diseases.] [training in the promotion of safe and responsible sexual behaviour, including voluntary abstinence and [condom use]];
- (m) Ensure the provision, through the primary health care system, of [universal access of individuals and couples] to appropriate and affordable preventive services with respect to sexually transmitted diseases, including HIV/AIDS, and expand the provision of counselling

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and voluntary and confidential diagnostic and treatment services for women; [and ensure that high-quality condoms as well as] drugs for the treatment of sexually transmitted diseases are, where possible, supplied and distributed to health services;

- (n) Support programmes which acknowledge that the higher risk among women of contracting HIV is linked to high-risk behaviour, including intravenous substance use and substance-influenced [unprotected] [irresponsible] sexual behaviour and take appropriate preventive measures;
- (o) Support and expedite action-oriented research on affordable methods, controlled by women, to prevent HIV and other sexually transmitted diseases, on strategies empowering women to protect themselves from sexually transmitted diseases, including HIV/AIDS, and on methods of care, support and treatment of women, ensuring their involvement in all aspects of such research;
- (p) [Support and initiate research that addresses women's needs and situations, including research on HIV infection and other sexually transmitted diseases in women, on women-controlled methods of protection, such as non-spermicidal microbicides, and on male and female risk-taking attitudes and practices;].

Strategic objective C.4. Promote research and information dissemination on women's health

Actions to be taken

110. By Governments, the United Nations system, health professions, research institutions, non-governmental organizations, donors, pharmaceutical industries and the mass media, as appropriate:

- (a) Train researchers and introduce systems that allow for the use of data collected, analysed and disaggregated by, among other factors, sex and age, [race and ethnicity] and socio-economic variables, in policy-making, as appropriate, planning, monitoring and evaluation;
- (b) Promote gender-sensitive and women-centred health research, treatment and technology and link traditional and indigenous knowledge with modern medicine, making information available to women to enable them to make informed and responsible decisions;
- (c) Increase the number of women in leadership positions in the health professions, including researchers and scientists, to achieve equality at the earliest possible date;
- (d) Increase financial and other support from all sources for preventive, appropriate biomedical, behavioural, epidemiological and health service research on women's health issues and for research on the social, economic and political causes of women's health problems, and

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their consequences, including the impact of [gender and] age inequalities, especially with respect to chronic and non-communicable diseases, particularly cardio-vascular diseases and conditions, cancers, reproductive tract infections and injuries, HIV/AIDS and other sexually transmitted diseases, domestic violence, occupational health, disabilities, environmentally related health problems, tropical diseases and health aspects of ageing;

- (e) [Inform women about data which show that hormonal contraception, abortion and promiscuity increase risks of developing cancers and infections of the reproductive tract, so that they can make informed decisions about their health];
- (f) Support and fund social, economic, political and cultural research on how gender-based inequalities affect women's health, including etiology, epidemiology, provision and utilization of services and eventual outcome of treatment;
- (g) Support health service systems and operations research to strengthen access and improve the quality of service delivery, to ensure appropriate support for women as health-care providers and to examine patterns of provision of health services to women and use of such services by women;
- (h) Provide financial and institutional support for research on safe, effective, affordable and acceptable [drugs and] technologies for [reproductive and sexual health] of women and men, including more safe, effective, affordable and acceptable methods [such as natural family planning] [for the regulation of fertility] for both sexes, methods to protect against HIV/AIDS and other sexually transmitted diseases and simple and inexpensive methods of diagnosing such diseases, among others. This research needs to be guided at all stages by users and from the perspective of gender, particularly the perspective of women, and should be carried out in strict conformity with internationally accepted legal, ethical, medical and scientific standards for biomedical research;
- (i) Since [unsafe abortion] ^{15/} is a major threat to the health and life of women, research to understand and better address the determinants and consequences of induced abortion, including its effects on subsequent fertility, reproductive and mental health and [contraceptive] practice, should be promoted, as well as research on treatment of complications of abortions and post-abortion care;
- (j) Acknowledge and encourage beneficial traditional health care, especially that practised by indigenous women, with a view to preserving and incorporating the value of traditional health care in the provision of health services, and support research directed towards achieving this aim;

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(k) Develop mechanisms to evaluate and disseminate available data and research findings to researchers, policy makers, health professionals and women's groups, among others;

(l) [Report on all genome and genetic engineering research.]

Strategic objective C.5. Increase resources and monitor follow-up for women's health

Actions to be taken

111. By Governments [at all levels, in collaboration with non-governmental organizations, especially women's and youth organizations]:

- (a) Increase [where necessary] budgetary allocations for [basic] [primary] health care and social services, with adequate support for secondary and tertiary levels, and give special attention to the [reproductive and sexual] health of girls and women; priority should be given to health programmes in rural and poor urban areas;
- (b) Develop [where necessary] innovative approaches to funding health services through promoting community participation and local financing; increase [where necessary] budgetary allocations for community health centres and community-based programmes and services that address women's specific health needs;
- (c) Develop [where appropriate] local health services, promoting the incorporation of gender-sensitive community-based participation and self-care and specially designed preventive health programmes;
- (d) Develop goals and time-frames, where appropriate, for improving women's health and for planning, implementing, monitoring and evaluating programmes, based on gender-impact assessments using qualitative and quantitative data disaggregated by sex, age, [race and ethnicity] and socio-economic variables;
- (e) [Strive to establish [as appropriate] ministerial and interministerial mechanisms, with the participation of non-governmental organizations, responsible for monitoring the implementation of women's health policy and programme reforms and establish focal points in high-level national planning ministries responsible for monitoring to ensure that women's health concerns are mainstreamed in all relevant government agencies and programmes.]

112. By Governments, the United Nations and its specialized agencies, international financial institutions, bilateral donors and the private sector, as appropriate:

- (a) Formulate policies favourable to [public] investment in women's health and [where appropriate] increase allocations for such investment;

(b) [Provide appropriate material, financial and logistical assistance to youth non-governmental organizations in order to strengthen them to address youth concerns in the area of health [including sexual and reproductive health];

(c) [Give higher priority to women's health and develop mechanisms for coordinating and implementing the health objectives of the Platform for Action and relevant [international agreements] to ensure progress.]

D. Violence against women

113. Violence against women is an obstacle to the achievement of the objectives of equality, development and peace.* Violence against women both violates and impairs or nullifies the enjoyment by women of [their universal] human rights and fundamental freedoms.* The long-standing failure to protect and promote those rights and freedoms in the case of violence against women is a matter of concern to all States and should be addressed. Knowledge about its causes and consequences, as well as its incidence and measures to combat it, have been greatly expanded since the Nairobi Conference. In [all] societies, to a greater or lesser degree, women and girls are subjected to physical, sexual and psychological abuse that cuts across lines of income, class and culture. The low social and economic status of women can be both a cause and a consequence of violence against women.

114. The term "violence against women" means any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life. Accordingly, violence against women encompasses but is not limited to the following:

(a) Physical, sexual and psychological violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation;

(b) Physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced prostitution;

(c) Physical, sexual and psychological violence perpetrated or condoned by the State, wherever it occurs.

115. Other acts of violence against women include violation of the human rights of women in situations of armed conflict, in particular murder, systematic rape,

* The placement of this sentence has not yet been determined.

sexual slavery and [forced pregnancy]. [Acts of violence against women also include terrorism, forced sterilization and [forced abortion], coercive/forced use of contraceptives, [female foeticide/prenatal sex selection and female infanticide].

116. Some groups of women, such as women belonging to minority groups, indigenous women, refugee women, migrant women, women in poverty living in rural or remote communities, destitute women, women in institutions or in detention, female children, women with disabilities, elderly women and women in situations of armed conflict are also particularly vulnerable to violence.

117. [Internally] displaced women, repatriated women, women migrant workers, women living in poverty and [women living in areas under foreign occupation or where acts of terrorism occur] are also particularly vulnerable to violence.

118. Acts or threats of violence, whether occurring within the home or in the community, or perpetrated or condoned by the State, instil fear and insecurity in women's lives and are obstacles to the achievement of equality [and equity] and for development and peace. The fear of violence, including harassment, is a permanent constraint on the mobility of women and limits their access to resources and basic activities. High social, health and economic costs to the individual and society are associated with violence against women. Violence against women is one of the crucial social mechanisms by which women are forced into a subordinate position compared with men. In many cases, violence against women and girls occurs in the family or within the home, where violence is often tolerated. The neglect, physical and sexual abuse, and rape of girl-children and women by family members and other members of the household, as well as incidences of spousal and non-spousal abuse, often go unreported and are thus difficult to detect. Even when such violence is reported, there is often a failure to protect victims or punish perpetrators.

119. Violence against women is a manifestation of the historically unequal power relations between men and women, which have led to domination over and discrimination against women by men and to the prevention of women's full advancement. Violence against women throughout the life cycle derives essentially from cultural patterns, in particular the harmful effects of certain traditional or customary practices and all acts of extremism linked to race, sex, language or religion that perpetuate the lower status accorded to women in the family, in the workplace, in the community and in society. Violence against women is exacerbated by social pressures, notably the shame of denouncing certain acts that have been perpetrated against women; women's lack of access to legal information, aid or protection; the lack of laws that effectively prohibit violence against women; failure to reform existing laws; inadequate efforts on the part of public authorities to promote awareness of and to enforce existing laws; and the absence of educational and other means to address the causes and consequences of violence. Images in the media of violence against women, in particular those that depict rape or sexual slavery as well as the use of women and girls as sex objects, including pornography, [are] factors contributing to the continued prevalence of such violence, adversely influencing the community at large, in particular children and young people.

120. Developing a holistic and multidisciplinary approach to the challenging task of promoting families, communities and States that are free of violence against women is necessary and achievable. Equality, partnership between women and men and respect for human dignity must permeate all stages of the socialization process. Educational systems should promote self-respect, mutual respect, and cooperation between women and men.

121. The absence of adequate gender-disaggregated data and statistics on the incidence of violence make the elaboration of programmes and monitoring of changes difficult. Lack of or inadequate documentation and research on domestic violence, sexual harassment and violence against women and girls in private and in public, including in the workplace, impede efforts to design specific intervention strategies. Experience in a number of countries shows that women and men can be mobilized to overcome violence in all its forms and that effective public measures can be taken to address both the causes and the consequences of violence. Men's groups mobilizing against gender violence are necessary allies for change.

122. [Refugee, [internally] displaced and migrant girls and women, including women migrant workers, as well as women in detention, and women in situations of armed conflict or [women living under foreign occupation or alien domination] are especially vulnerable to all types of violence, including terrorism, murder, torture, prostitution, including forced prostitution, rape, in particular its systematic use as a weapon of war, [forced pregnancy], sexual abuse, slavery, harassment and other forms of violence, which are often perpetrated by persons in positions of authority. Such practices constitute crimes against humanity and violations of human rights [and relevant Geneva conventions]]. Training of all officials in humanitarian and human rights law and the punishment of perpetrators of violent acts against women would help to ensure that such violence does not take place at the hands of public officials in whom women should be able to place trust, including police and prison officials and security forces.

123. The effective suppression of trafficking in women and girls for the sex trade is a matter of pressing international concern. Implementation of the 1949 Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others, 18/ as well as other relevant instruments, needs to be reviewed and strengthened. The use of women in international prostitution and trafficking networks has become a major focus of international organized crime. The Special Rapporteur of the Commission on Human Rights on violence against women [who has explored these acts as an additional cause of the violation of the human rights and fundamental freedoms of women and girls,] is invited to address, within her mandate and as a matter of urgency, the issue of international trafficking for the purposes of the sex trade, as well as the issues of forced prostitution, rape, sexual abuse and sex tourism. Women and girls who are victims of this international trade are at an increased risk of further violence, as well as [unwanted pregnancy] and sexually transmitted infection, including infection with HIV/AIDS.

124. In addressing violence against women, Governments and other actors should promote an active and visible policy of mainstreaming a gender perspective in

all policies and programmes so that before decisions are taken an analysis may be made of their effects on women and men, respectively.

[Eliminate violence against women]

Strategic objective D.1. Take integrated measures to prevent and eliminate violence against women

Actions to be taken

125. By Governments:

- (a) Condemn violence against women and refrain from invoking any custom, tradition or religious consideration to avoid their obligations with respect to its elimination [consistent with the Declaration on the Elimination of Violence against Women];
- (b) Refrain from engaging in violence against women and exercise due diligence to prevent, investigate and, in accordance with national legislation, punish acts of violence against women, whether those acts are perpetrated by the State or by private persons;
- (c) Enact and/or reinforce penal, civil, labour and administrative sanctions in domestic legislation to punish and redress the wrongs done to women and girls who are subjected to any form of violence, whether in the home, in the workplace, in the community or in society;
- (d) Adopt and/or implement and periodically review and analyse legislation to ensure its effectiveness in eliminating violence against women, emphasizing the prevention of violence and the prosecution of offenders; take measures to ensure the protection of women subjected to violence, [compensation for] and healing of victims, and rehabilitation of perpetrators;
- (e) [Consider,] [ratify and] implement [all relevant] [universally accepted] international human rights [norms] [instruments] as they relate to violence against women, including those contained in the Universal Declaration of Human Rights, 19/ the International Covenant on Civil and Political Rights, 12/ the International Covenant on Economic, Social and Cultural Rights, 12/ and the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment; 20/
- (f) Implement [the norms contained in] the Convention on the Elimination of All Forms of Discrimination against Women, taking into account general recommendation 19 adopted by the Committee on the Elimination of Discrimination against Women at its eleventh session; 21/
- (g) Promote an active and visible policy of mainstreaming a gender perspective in all policies and programmes related to violence against women and actively encourage, support and implement measures and

programmes aimed at increasing the knowledge and understanding of the causes, consequences and mechanisms of violence against women among those responsible for implementing these policies, such as law enforcement officers, police personnel and judicial, medical and social workers, as well as those who deal with minority, migration and refugee issues, and develop strategies to ensure that the revictimization of women victims of violence does not occur because of gender-insensitive laws or judicial or enforcement practices;

- (h) Provide women who are subjected to violence with access to the mechanisms of justice and, as provided for by national legislation, to just and effective remedies for the harm they have suffered and inform women of their rights in seeking redress through such mechanisms;
- (i) Enact and enforce legislation against the perpetrators of practices and acts of violence against women, such as female genital mutilation, [female foeticide/prenatal sex selection] infanticide and dowry-related violence and give vigorous support to efforts of non-governmental and community organizations to eliminate such practices;
- (j) Formulate and implement [national and local] plans of action to eliminate violence against women;
- (k) Adopt all appropriate measures, especially in the field of education, to modify the social and cultural patterns of conduct of men and women, and to eliminate prejudices, customary practices and all other practices based on the idea of the inferiority or superiority of either of the sexes and on stereotyped roles for men and women;
- (l) Create or strengthen institutional mechanisms so that women and girls can report acts of violence against them in a safe and confidential environment, free from the fear of penalties or retaliation, and file charges;
- (m) Ensure that women with disabilities have access to information and services in the field of violence against women;
- (n) [Create, fund and improve] or develop, as appropriate, the training of judicial, legal, medical, social, educational and police and immigration personnel, in order to avoid the abuse of power leading to violence against women and sensitize such personnel to the nature of gender-based acts and threats of violence so that fair treatment of female victims can be assured;
- (o) Adopt laws, where necessary, and reinforce existing laws that punish police, security forces or any other agents of the State who engage in acts of violence against women in the course of the performance of their duties, review existing legislation and take effective measures against the perpetrators of such violence;

(p) Allocate adequate resources within the government budget and mobilize community resources for activities related to the elimination of violence against women, including resources for the implementation of [national and local] plans of action;

(q) Include in reports submitted in accordance with the provisions of relevant United Nations human rights instruments, information pertaining to violence against women and measures taken to implement the Declaration on the Elimination of Violence against Women;

(r) Cooperate with and assist the Special Rapporteur of the Commission on Human Rights on violence against women, in the performance of her mandate and furnish all information requested; cooperate also with other competent mechanisms, such as the Special Rapporteur of the Commission on Human Rights on torture and the Special Rapporteur of the Commission on Human Rights on summary, extrajudiciary and arbitrary executions, in relation to violence against women;

(s) Recommend that the Commission on Human Rights renew the mandate of the Special Rapporteur on violence against women when her term ends in 1997 and, if warranted, to [update and] strengthen it.

126. By Governments, including local governments, and community organizations, non-governmental organizations, educational institutions, the public and private sectors, particularly enterprises, and the mass media, as appropriate:

(a) Provide well-funded shelters and relief support for girls and women subjected to violence, as well as medical, psychological and other counselling services and free or low-cost legal aid, where it is needed, as well as appropriate assistance to enable them to find a means of subsistence;

(b) Establish linguistically and culturally accessible services for migrant women and girls, including women migrant workers who are victims of gender-based violence;

(c) Recognize the vulnerability to violence and other forms of abuse of women migrants, including women migrant workers, whose legal status in the host country depends on employers who may exploit their situation;

(d) Support initiatives of women's organizations and non-governmental organizations all over the world to raise awareness on the issue of violence against women and to contribute to its elimination;

(e) Organize, support and fund community-based education and training campaigns to raise awareness about violence against women as a violation of women's enjoyment of their human rights and mobilize local communities to use appropriate gender-sensitive traditional and innovative methods of conflict resolution;

(f) Recognize, support and promote the fundamental role of intermediate institutions, such as primary-health-care centres, [family-planning

centres, existing school health services], mother and baby protection services, centres for migrant families and so forth in the field of information and education related to abuse;

(g) [Organize [and fund] information campaigns, educational and training programmes for girls and boys and women and men, in particular those at high risk for violence, about the personal and social detrimental effects of violence in the family, community and society [how to communicate without violence] so that they can learn to protect themselves and others against such violence];

(h) Disseminate information on the assistance available to women and families who are victims of violence;

(i) [Encourage the provision of] [provide] [initiate and fund] counselling and rehabilitation for the perpetrators of violence, and promote research to further efforts concerning such counselling and rehabilitation so as to prevent the recurrence of such violence;

(j) [Raise awareness of the responsibility of the media in promoting non-stereotyped images of women and men, as well as in eliminating patterns of media presentation that generate violence, and encourage those responsible for media content to establish professional guidelines and codes of conduct; and also raise awareness of the important role of the media in informing and educate people about the causes and effects of violence against women and in stimulating public debate on the topic.]

127. By Governments, employers, trade unions, community and youth organizations and non-governmental organizations, as appropriate:

(a) Develop programmes and procedures to eliminate sexual harassment and other forms of violence against women in all educational institutions, workplaces and elsewhere;

(b) Develop programmes and procedures to educate and raise awareness of acts of violence against women that constitute a crime and a violation of the human rights of women;

(c) Develop counselling, healing and support programmes for girls, adolescents and young women who have been or are involved in abusive relationships, particularly those who live in homes or institutions where abuse occurs;

(d) Take special measures to eliminate violence against women, particularly those in vulnerable situations, such as young women, refugee, displaced and internally displaced women, women with disabilities and women migrant workers, including enforcing any existing legislation and developing, as appropriate, new legislation for women migrant workers in both sending and receiving countries.

128. By the Secretary-General of the United Nations:

Provide the Special Rapporteur of the Commission on Human Rights on violence against women with all necessary assistance, in particular staff and resources required to perform all mandated functions, especially in carrying out and following up on missions [undertaken either separately or jointly with other special rapporteurs and working groups], and adequate assistance for periodic consultations with the Committee on the Elimination of Discrimination against Women and all treaty bodies.

129. By Governments, international organizations and non-governmental organizations:

Encourage the dissemination and implementation of the UNHCR Guidelines on the Protection of Refugee Women and the UNHCR Guidelines on the Prevention of and Response to Sexual Violence against Refugees.

Strategic objective D.2. Study the causes of violence against women and effective methods of prevention strategies

Actions to be taken

130. By Governments, regional organizations, the United Nations, other international organizations, research institutions, women's and youth organizations and non-governmental organizations, as appropriate:

- (a) Promote research, collect data and compile statistics, especially concerning domestic violence relating to the prevalence of different forms of violence against women and encourage research into the causes, nature, seriousness and consequences of violence against women and the effectiveness of measures implemented to prevent and redress violence against women [in their social, economic, cultural and political context];
- (b) Disseminate findings of research and studies widely;
- (c) Support and initiate research on the impact of violence, such as rape, on women and girl children, and make the resulting information and statistics available to the public;
- (d) Encourage the media to examine the impact of gender role stereotypes, including those perpetuated by commercial advertisements [which foster] gender-based violence and inequalities, and how they are transmitted during the life cycle and take measures to eliminate these negative images with a view to promoting a violence-free society.

Strategic objective D.3 Adopt special measures to eliminate trafficking in women and to assist female victims of violence due to prostitution and trafficking

Actions to be taken

131. By Governments of countries of origin, transit and destination, regional and international organizations, as appropriate:

- (a) Consider the ratification and enforcement of international conventions on trafficking in persons and on slavery;
- (b) Take appropriate measures to address the root factors, including external factors, that encourage trafficking in women and girls for prostitution, [other commercial sex work], forced marriages and forced labour in order to eliminate trafficking in women, including by strengthening existing legislation with a view to providing better protection of the rights of women and girls and to punishing the perpetrators, through both criminal and civil measures;
- (c) Step up cooperation and concerted action by all relevant law enforcement authorities and institutions with a view to dismantling [national and international] networks in trafficking;
- (d) [Allocate resources to provide comprehensive programmes designed [to heal victims of trafficking] including through job training, legal assistance and confidential health care] and take measures to cooperate with non-governmental organizations to provide for the social, medical and psychological care of the victims of trafficking;
- (e) Develop educational and training programmes and policies and consider enacting legislation aimed at preventing sex tourism and trafficking, giving special emphasis to the protection of young women and children.

E. Advance peace, promote conflict resolution and reduce the impact of armed or other conflict on women

132. [An environment which maintains world peace and promotes [universal] human rights, democracy and the peaceful settlement of disputes, [upholding the principles of non-threat or non-use of force and of mutual respect of territorial integrity and sovereignty is a precondition for the advancement of women.] [Without peace, there will be no equality or development.] Armed and other types of conflicts have not decreased since the end of the cold war; aggression, [foreign occupation] ethnic and religious and [other types of] conflicts are an ongoing reality affecting women in nearly every region. Gross and systematic violations and situations that constitute serious obstacles to the full enjoyment of human rights continue to occur in different parts of the world. Such violations and obstacles include, as well as torture and cruel, inhuman and degrading treatment or summary and arbitrary detention, all forms of racism, racial discrimination, xenophobia, denial of economic, social and

cultural rights and religious intolerance. Terrorism is a new and emerging global phenomenon. International humanitarian law, prohibiting attacks on civilian populations, is systematically ignored; [human rights are being violated by [all] parties in armed conflicts.] Armed conflict has resulted in serious violations of the human rights of women, including murder, torture, systematic rape and [forced pregnancy,] especially in ethnic cleansing as a strategy of war and its consequences. Some of these situations of armed conflict have their origin in the conquest or colonialization of a country by another country or State and the perpetuation of that colonial situation through State and military repression.]

133. The Geneva Convention relative to the Protection of Civilian Persons in Time of War, of 1949 [and the Additional Protocols], that women shall especially be protected against any attack on their honour, in particular against humiliating and degrading treatment, rape, enforced prostitution or any form of indecent assault. 22/ The Vienna Declaration and Programme of Action, adopted by the World Conference on Human Rights, states that "Violations of the human rights of women in situations of armed conflict are violations of the fundamental principles of international human rights and humanitarian law". 23/ Gross and systematic violations and situations that constitute serious obstacles to the full enjoyment of human rights continue to occur in different parts of the world. Such violations and obstacles include, as well as torture and cruel, inhuman and degrading treatment or summary and arbitrary detention, all forms of racism, racial discrimination, xenophobia, denial of economic, social and cultural rights and religious intolerance.

134. Violations of human rights in situations of armed conflict and military occupation are violations of the fundamental principles of international human rights and humanitarian law as embodied in international human rights instruments and in the Geneva Conventions of 1949 and the Additional Protocols thereto. [Humanitarian law, prohibiting attacks on civilian populations, and international human rights law are systematically ignored and violated by armed and security forces and other parties to armed conflicts.] Gross human rights violations and policies of ethnic cleansing in war-torn and occupied areas continue to be carried out. These practices have created, *inter alia*, a mass flow of refugees and [internally] displaced persons, the majority of whom are women, adolescent girls and children. Civilian victims, mostly women and children, often outnumber casualties among combatants. In addition, women often become caregivers for injured combatants and find themselves, as a result of conflict, unexpectedly cast as sole manager of household, sole parent, and caretaker of elderly relatives.

135. In a world of continuing instability and violence, the implementation of cooperative approaches to peace and security is urgently needed. [[In implementing cooperative approaches to peace and security] [This requires that] emphasis [should] be given to preventive strategies and to peace-building as a particular prevention-oriented concept. The perspective of women would provide a more constructive approach to the use of power and the resolution of conflict.] Although women have begun to play an important role in conflict resolution, peace-keeping, and defence and foreign affairs mechanisms, they are still underrepresented in decision-making positions. If women are to play an

equal part in securing and maintaining peace, they must be empowered politically and economically and represented adequately at all levels of decision-making.

136. [While entire communities suffer the consequences of armed conflict, terrorism and [foreign occupation and alien domination], women and girls are particularly affected because of their status in society and their [sex/gender]. Parties to conflict often rape women with impunity, sometimes using systematic rape as a tactic of war and terrorism. The impact of violence against women and violation of the human rights of women in such situations is experienced by women of all ages, who suffer displacement, loss of home and property, loss or involuntary disappearance of close relatives, poverty and family separation and disintegration and who are victims of acts of murder, terrorism, torture, involuntary disappearance, sexual slavery, rape [and its consequences], sexual abuse and [forced pregnancy], especially as a result of policies of ethnic cleansing and other new and emerging forms of violence. This is compounded by the life-long social, economic and psychologically traumatic consequences of armed conflict and [foreign occupation].]

137. Women and children constitute some 80 per cent of the 23 million refugees and of the 26 million [internally] displaced persons in the world. They are threatened by deprivation of property, goods and services and deprivation of their [basic] right to return to their homes of origin as well as by violence and insecurity. Particular attention should be paid to sexual violence against uprooted women and girls employed as a method of persecution in systematic campaigns of terror and intimidation and forcing members of a particular ethnic, cultural or religious group to flee their homes. [Women may also be forced to flee because of [gender-based/through sexual violence,] persecution and they continue to be vulnerable to violence and exploitation while in flight, in countries of asylum and resettlement, and during and after repatriation. Women often experience difficulty in some countries of asylum in being recognized as refugees on the grounds of [gender-based/through sexual violence] persecution.]

138. Refugee, displaced and migrant women in most cases display strength, endurance and resourcefulness and can contribute positively to countries of resettlement or to their countries of origin on their return. They need to be appropriately involved in decisions that affect them.

139. Many women's non-governmental organizations have called for reductions in military expenditures worldwide, as well as in international trade and trafficking in and the proliferation of weapons. Those affected most negatively by [conflict] [excessive military spending] are people living in poverty, who are deprived because of the lack of investment in basic services. Women living in poverty, particularly rural women, also suffer because of the use of arms that are particularly injurious or have indiscriminate effects. There are more than 100 million anti-personnel land-mines scattered in 64 countries globally. [Excessive military spending is one of the main constraints to development.] [At the same time, maintenance of national security and peace [is an important factor] [is essential] for economic growth and development and the empowerment of women.]

140. [International stability and security are prerequisites for economic growth and development. In the new international setting, military strength is no

guarantee of security. The effects of mass migration, crime, the drug problem, disease, human rights violations, environmental degradation, pressures of population growth and underdevelopment transcend national borders. These new challenges to peace and security have implications at the local, regional and global levels.]

141. During times of armed conflict and the collapse of communities, the role of women is crucial. They often work to preserve social order in the midst of armed and other conflicts. [Women make an important but often unrecognized contribution as peace educators both in the family/families and in society.]

142. Education to foster a culture of peace that upholds justice and tolerance for all nations and peoples is essential to attaining lasting peace and should be begun at an early age. It should include elements of conflict resolution, mediation, reduction of prejudice and respect for diversity.

143. In addressing armed or other conflicts, an active and visible policy of mainstreaming a gender perspective into all policies and programmes should be promoted so that before decisions are taken an analysis is made of the effects on women and men, respectively.

[Increase the participation of women in conflict resolution and protect women in armed and other kinds of conflict and under foreign occupation]

Strategic objective E.1. Increase and strengthen the participation of women in conflict resolution and decision-making and leadership in peace and security activities and protect women in armed and other conflicts [and living under foreign occupation]

Actions to be taken

144. By Governments and international and regional intergovernmental institutions:

- (a) [Take action to establish a critical mass to promote gender balance and to ensure equal participation of women with due regard to equitable geographical distribution numerically, at all levels, and ensure that opportunities are made available for qualified women to participate in all United Nations forums and peace activities at ambassadorial and decision-making levels, including the United Nations Secretariat;]
- (b) Strengthen the role of women and [increase the percentage of women at all decision-making levels in national and international institutions which may make or influence policy with regard to matters related to peace-keeping] [including observer missions] [peace-building, fact-finding and preventive diplomacy activities,] and in all stages of peace mediation and negotiations; [in line with the specific

recommendations of the Secretary-General in his strategic plan of action for the improvement of the status of women in the Secretariat (1995-2000) (A/49/587, sect. IV)];

- (c) [Integrate a [gender perspective] in the result of armed or other conflicts [and foreign occupation] and aim for gender balance when promoting candidates for judicial and other positions in such international bodies as [war crime tribunals, including the United Nations International Tribunals for the former Yugoslavia and for Rwanda,] the International Court of Justice [as well as in other bodies related to the peaceful settlement of disputes;]]
- (d) Ensure that these bodies are able to properly address gender issues by providing appropriate training to prosecutors and judges and other officials in handling cases involving rape [and its consequences], [forced pregnancy], indecent assault and other forms of violence against women [in armed conflicts and foreign occupation and integrate a gender perspective into their work];
- (e) Strengthen the participation of women in processes of national reconciliation and reconstruction after all forms of conflict.

Strategic objective E.2. [Reduce military expenditures and control the availability of armaments] [Reduce and eliminate the availability of instruments of violence against women]

Actions to be taken

145. By Governments:

- (a) Increase and hasten, as appropriate, subject to national security considerations, the conversion of military resources and related industries to [development/peaceful] purposes;
- (b) Undertake to explore new ways of generating new public and private financial resources, inter alia, through the appropriate reduction of excessive military expenditures, including global military expenditures, trade in arms and investment in arms production and acquisition, taking into consideration national security requirements, so as to permit the possible allocation of additional funds for social and economic development, [in particular for the advancement of women];
- (c) [[Submit data to the United Nations Register of Conventional Arms and consider expanding the Register to widen the scope of weapons covered] [Improve the universality of the United Nations Register of Conventional Arms as an effective measure for building confidence at the global level [and include in their annual reports information on military holdings and procurement through national production]. Register, and ultimately eliminate, offensive weapons development,

production, deployment and sales and, as a first step, expand the [United Nations Register of Conventional Arms to include production and marketing], making reporting obligatory, and to include all types of weapons, such as nuclear, chemical and biological weapons];

- (d) [Recognize and address the dangers to society of armed conflict, the excessive production of and illicit trade in arms, linked to money-laundering and the sale of arms that are particularly injurious or have indiscriminate effects, terrorism, violence, crime, the production and use of and trafficking in illicit drugs and trafficking in women and children.] While acknowledging legitimate national defence needs, the dangers to society of armed conflict and the negative effect of excessive military expenditures, trade in arms, especially those arms that are particularly injurious or have indiscriminate effects, and excessive investment in arms production and acquisition should be recognized and addressed. Similarly, the need to combat illicit arms trafficking, violence, crime, the production and use of and trafficking in illicit drugs, and trafficking in women and children should be recognized;
- (e) [Immediately adopt/Consider the adoption of a moratorium on the export and planting of anti-personnel land-mines, and facilitate the transfer of mine clearance technology without restriction or discrimination; undertake to destroy current stockpiles of anti-personnel land-mines; promote assistance in mine clearance, in particular to promote scientific research aimed at rapid advancement of mine detection and clearance technology; and consider ratifying the 1981 Convention on Prohibitions or Restrictions on the Use of Certain Conventional Weapons Which May Be Deemed to Be Excessively Injurious or to Have Indiscriminate Effects 24/ and the Protocol on Prohibitions or Restrictions on the Use of Mines, Booby Traps and Other Devices 24/ (Protocol II);]
- (f) [Promote the elimination of all weapons of mass destruction, especially nuclear weapons.]

Strategic objective E.3. Promote non-violent forms of conflict resolution and reduce the incidence of human rights abuse in conflict situations

Actions to be taken

146. By Governments:

- (a) Consider the ratification of or accession to international instruments containing provisions relative to the protection of women and children in armed conflicts, including the Geneva Convention relative to the Protection of Civilian Persons in Time of War, of 1949, the Protocols Additional to the Geneva Conventions of 1949 relating to the Protection of Victims of International Armed Conflicts (Protocol I)

and to the Protection of Victims of Non-International Armed Conflicts (Protocol II);

- (b) Respect fully the norms of international humanitarian law in armed conflicts and take all measures required for the protection of women and children, in particular against rape, forced prostitution and any other form of indecent assault.

147. By Governments and international and regional organizations:

- (a) Reaffirm the right of self-determination of all peoples, in particular of peoples under colonial or other forms of alien domination or foreign occupation, and the importance of the effective realization of this right, as enunciated, *inter alia*, in the Vienna Declaration and Programme of Action, 2/ adopted by the World Conference on Human Rights;
- (b) [Encourage diplomacy, [preventive diplomacy,] negotiation and peaceful settlement of disputes in accordance with the Charter of the United Nations, in particular Article 2, paragraphs 3 and 4 thereof;]
- (c) [Consider the establishment of a special United Nations unit for third-party conflict prevention and resolution and the gender composition of any such unit;]
- (d) Urge the identification and condemnation of the systematic practice of rape and other forms of inhuman and degrading treatment of women as a deliberate instrument of war and ethnic cleansing and take steps to ensure that full assistance is provided to the victims of such abuse for their physical and mental rehabilitation;
- (e) [Declare that rape in the conduct of armed conflict can constitute a war crime and a crime against humanity and under certain circumstances may constitute an act of genocide, take all measures required for the protection of women and children and strengthen mechanisms to investigate and punish rape and other such acts;]
- (f) Uphold and reinforce standards set out in international humanitarian law and international human rights instruments to prevent all acts of violence against women in situations of armed and other acts of conflict and undertake full investigations of all acts of violence against women committed during war, in particular [systematic rape] and sexual slavery, prosecute all criminals responsible for war crimes against women and provide full redress to women victims;
- (g) [Call upon the international community to condemn and act against terrorism;]
- (h) Take action to investigate and punish members of the police, security, and armed forces and others who perpetrate acts of violence against women, violations of [international humanitarian law] and violations

of the human rights of women [who violate the human rights of women] in situations of armed conflict;

- (i) Take into account gender-sensitive concerns in developing training programmes for all relevant personnel on international humanitarian law and [international] human rights awareness and recommend such training for those involved in United Nations peace-keeping and humanitarian aid, with a view to preventing violence against women, in particular;
- (j) [Encourage the elimination of and abstain from adopting unilateral coercive measures, in violation of international law and the Charter of the United Nations, that go against the population of affected countries and, in particular, women and that could provoke situations leading to conflicts;]
- (k) [Take measures in accordance with international law [and legitimacy] with a view to alleviating the negative impact of economic sanctions on women and children.]

Strategic objective E.4. Promote women's contribution to fostering a culture of peace

Actions to be taken

148. By Governments, international and regional intergovernmental institutions and non-governmental organizations:

- (a) Promote peaceful conflict resolution and peace, reconciliation and tolerance through education, training, community actions and youth exchange programmes, in particular for young women;
- (b) [During future] reviews of the implementation of the plan of action for the United Nations Decade for Human Rights Education (1995-2004), take into account the results of the Fourth World Conference on Women: Action for Equality, Development and Peace; [Move subpara. to chap. IV, sect. I.]
- (c) Encourage the further development of peace research, involving the participation of women, to examine the impact of armed conflict on women and children and the nature and contribution of women's participation in national, regional and international peace movements; engage in research and identify innovative mechanisms for containing violence and for conflict resolution for public dissemination and for use by women and men;
- (d) Develop and disseminate research on the physical, psychological, economic and social effects of armed conflicts on women, particularly young women and girls, with a view to developing policies and programmes to address the consequences of conflicts;

- (e) Consider establishing educational programmes for girls and boys to foster a culture of peace, focusing on conflict resolution. [These programmes should promote, among other things, positive models for men and boys that encourage them to use non-violent means to settle conflicts].

Strategic objective E.5. Provide protection, assistance and training to refugee and displaced women [including internally displaced women]

Actions to be taken

149. By Governments, intergovernmental and non-governmental organizations and other institutions involved in providing protection, assistance and training to refugees and [internally] displaced persons, including the Office of the United Nations High Commissioner for Refugees and the World Food Programme, as appropriate:

- (a) Take steps to ensure that women are fully involved in the planning, design, implementation, monitoring and evaluation of all short-term and long-term projects and programmes providing assistance to refugees and [internally] displaced women, including the management of refugee camps and resources. Ensure that refugees and displaced women and girls have direct access to services provided;
- (b) Offer adequate protection and assistance to women and children displaced within their country and find solutions to the root causes of their displacement with a view to preventing it and, when appropriate, facilitate their return or resettlement;
- (c) Take steps to protect the safety and physical integrity of refugee and [internally] displaced women during their displacement and upon their return to their communities of origin, including programmes of rehabilitation; take effective measures to protect from violence women who are refugees or displaced, hold an impartial and thorough investigation of any such violations and bring those responsible to justice;
- (d) [Take all the necessary steps to ensure the right of refugee and displaced women to safe and protected return to their homes;]
- (e) Take measures, at the national level with international cooperation, as appropriate, in accordance with the Charter of the United Nations, to find lasting solutions to questions related to internally displaced women, including their right to voluntary and safe return to their home of origin;
- (f) [Take account of the specific needs and resources of refugee and displaced women and children, especially their access to appropriate and adequate food, water, shelter and health-care services, including reproductive health services, in the provision of emergency relief and

- longer term assistance] [Ensure that the international community and the international organizations provide financial and other resources to Governments in [countries of asylum] in order to provide emergency relief and longer term assistance that takes into account the specific needs and resources of refugee and displaced women and children, especially their access to appropriate and adequate food, water, shelter and health-care services including reproductive health services] [including vaccinations; provision of basic medicines and medicines related to tropical diseases, such as malaria and typhoid fever; full maternity care, including prenatal and postnatal care; dental care; and reproductive health care];
- (g) Facilitate the availability of educational material in the appropriate language - in emergency situations also - in order to minimize disruption of schooling among refugee and displaced children;
- (h) Apply international norms to ensure equal access and equal treatment of women and men in refugee determination procedures and the granting of asylum, including full respect and strict observation of the principle of non-refoulement [particularly for women and child refugees] through, inter alia, bringing national immigration regulations into conformity with relevant international instruments, and consider [gender factors in] recognizing as refugees those women whose claim to refugee status is based [upon the well-founded fear of persecution through sexual violence/gender factors for] [on] reasons enumerated in the 1951 Convention relating to the Status of Refugees and the 1967 Protocol and provide access to specially trained officers, including female officials, to interview women regarding sensitive or painful experiences, such as sexual assault;
- (i) [Support and promote efforts] by States towards [Consider] the development of criteria and guidelines on responses to persecution specifically aimed at women, by sharing information on States' initiatives to develop such criteria and guidelines and by monitoring to ensure their fair and consistent application;
- (j) Promote the self-reliant capacities of refugee and [internally] displaced women and provide programmes for women, particularly young women, in leadership and decision-making within refugee and returnee communities;
- (k) Ensure that the human rights of refugee and displaced women are protected and that refugee and displaced women are made aware of these rights; ensure that the vital importance of family reunification is recognized;
- (l) [Adopt special measures, as appropriate, to provide women who have been determined refugees with access to vocational/professional training programmes, including language training, small-scale enterprise development training and planning and counselling on all forms of violence against women, which should include rehabilitation programmes for victims of torture and trauma, and substantially

increase the international contribution to general programmes for assistance to refugees, particularly in countries which host the largest number of refugees;]

- (m) Raise public awareness of the contribution made by refugee women to their countries of resettlement, promote understanding of their human rights and of their needs and abilities, and encourage mutual understanding and acceptance through educational programmes promoting cross-cultural and interracial harmony;
- (n) [Provide basic and support services to women who are displaced from their place of origin as a result of terrorism, violence, drug trafficking or other reasons linked to violence situations;]
- (o) Develop awareness of women's [international] human rights and provide, as appropriate, human rights education and training to military and police personnel operating in areas of armed conflict and areas where there are refugees.

150. By Governments:

- (a) Disseminate and implement the UNHCR Guidelines on the Protection of Refugee Women and the UNHCR Guidelines on Evaluation and Care of Victims of Trauma and Violence, or provide similar guidance, in close cooperation with refugee women and in all sectors of refugee programmes;
- (b) [Protect women and children who migrate as family members from abuse or denial of their human rights by sponsors and consider extending their stay, should the family relationship dissolve, within the limits of national legislation;] [Subpara. to be moved.]

[New strategic objective E.6. Provide assistance to the women of the colonies

Actions to be taken

151. By Governments, intergovernmental and non-governmental organizations:

- (a) [Support and promote the recognition and implementation of the universal right of all peoples to self-determination and ensure that, by virtue of that right, they freely determine their political status and freely pursue their economic, social and cultural development, taking into account the interests of women of the colonies and providing special programmes in leadership and in training for decision-making;]
- (b) [Raise public awareness through the mass media, education at all levels and special programmes to create a better understanding of the situation of women of the colonies].]

F. [Inequality in women's access to and participation in the definition of economic structures and policies [and the productive process itself]]
[Economic potential and independence of women]
[Gender equality in economic structures, policies and all forms of productive activity]

152. There are considerable differences in women's and men's access and opportunities to exert power over economic structures in their societies. In most parts of the world, women are virtually absent from or are poorly represented in economic decision-making, including the formulation of financial, monetary, commercial and other economic policies, as well as tax systems and rules governing pay. Since it is often within the framework of such policies that individual men and women make their decisions, *inter alia*, on how to divide their time between remunerated and unremunerated work, the actual development of these economic structures and policies has a direct impact on women's and men's access to economic resources, their economic power and consequently the extent of equality between them at the individual and family levels as well as in society as a whole.

153. In many regions, women's participation in remunerated work in the formal and non-formal labour market increased significantly and changed during the past decade. [While women continued to work in agriculture and fisheries, they also became increasingly involved in micro, small and medium-scale enterprises and became more dominant in the expanding informal sector. On the negative side, they were impelled into the workplace by economic hardship and became preferred workers, often with low pay and poor working conditions, because they were seen as easier to subordinate. On the positive side, some entered the workforce by choice as they became more aware of their rights.] [In other regions, women's participation in economic life changed as part of the restructuring process that resulted in a loss of jobs for many professional and skilled women.] Gender segregated employment is still the dominant pattern of the economy, and gaps between female and male wages for equal work and work of equal value continue to be prevalent in both the private and public sectors. Women have increasingly become owners and managers of small and medium-scale enterprises but remain underrepresented in economic decision-making at both the national and international levels. [Similarly, women and gender concerns are largely absent from the policy formulation process in the multilateral institutions [that define the terms of structural adjustment programmes, loans and grants].]

154. Discrimination in education and training, hiring and remuneration, promotion and horizontal mobility practices, as well as inflexible working conditions, lack of access to productive resources and inadequate sharing of family responsibilities, combined with a lack of or insufficient services such as child care, continue to restrict employment, economic, professional and other opportunities and mobility for women and make their involvement stressful. Moreover, attitudinal obstacles inhibit women's participation in developing economic policy and [in some regions, restrict girls' access to] education and training for economic management.

155. Women's share in the labour force continues to rise and almost everywhere women are working more outside the household, although there has not been a

parallel lightening of responsibility for unremunerated work in the household and community. Women's income is becoming increasingly necessary to households of all types. In some regions, there has been a growth in women's entrepreneurship and other self-reliant activities, particularly in the informal sector. In many countries, women are the majority of workers in non-standard work, such as temporary, casual, multiple part-time, contract and home-based employment.

156. [Women migrants, especially domestic workers, contribute to the economy of the sending country through their remittances and at the same time contribute to the economy of the receiving country by taking over the domestic work of women nationals who are then able to engage in productive work in the receiving country.]

157. Insufficient attention to gender analysis has meant that women's contributions and concerns remain too often ignored in economic structures, such as financial markets and institutions, labour markets, economics as an academic discipline, economic and social infrastructure, taxation and social security systems, as well as in families and households. As a result, many policies and programmes may continue to contribute to inequalities between women and men. Where progress has been made in integrating gender perspectives, programme and policy effectiveness has also been enhanced.

158. Although many women have advanced in economic structures, for the majority of women, particularly those who face additional barriers, continuing obstacles have hindered women's ability to achieve economic autonomy and to ensure sustainable livelihoods for themselves and their dependants. Women are active in a variety of economic areas, which they often combine, ranging from wage labour and subsistence farming and fishing to the informal sector. However, legal and customary barriers to ownership of or access to land, natural resources, capital, credit, technology and other means of production, as well as wage differentials, contribute to impeding the economic progress of women. [The value of women's unremunerated contribution to the economy, whether working in [the home,] agriculture, food production, family enterprises, community service or [domestic work], is still often undervalued and unrecorded and therefore not reflected in current labour statistics and national accounts.] [Progress is needed in statistical concepts and methods of measuring and [valuing] unremunerated productive activity in the development of economic and social policy.]

159. [Although some new employment opportunities have been created for women as a result of [recent economic events] [the globalization of the economy], there are also trends that have exacerbated inequalities between women and men. In some cases, globalization is undermining women's self-reliant initiatives in savings, production and trade. In some regions, the international and gender division of labour has often reinforced the segregation of women into a limited number of occupations.]

160. These trends have been characterized by low wages, little or no labour standards protection, poor working conditions, particularly with regard to women's occupational health and safety, low skill levels, and a lack of job security and social security, in both the formal and informal sectors. Women's

unemployment is a serious and increasing problem in many countries and sectors. Young workers in the informal and rural sectors and migrant female workers remain the least protected by labour and immigration laws. Women, particularly those who are heads of households with young children, are limited in their employment opportunities for reasons that include inflexible working conditions and inadequate sharing, by men and by society, of family responsibilities.

161. [In countries that are undergoing fundamental political, economic and social transformation, the skills of women have constituted a major contribution to the economic life of their countries, but these skills are not well utilized in the emerging new economies.]

162. Lack of employment in the private sector and reductions in public services and public service jobs have affected women disproportionately. In some countries, women take on more unpaid work [by replacing public services], such as the care of children and those who are ill or elderly and in compensating for lost household income [particularly when public services are not available]. In many cases, [employment creation strategies, however, have tended to focus on traditional male occupations and sectors].

163. [For those women in paid work, many experience obstacles that prevent them from achieving their potential. While some are increasingly found in lower levels of management, attitudinal discrimination often prevents them from being promoted further. The experience of sexual harassment is an affront to a worker's dignity and prevents women from making a contribution commensurate with their abilities. The lack of a family-friendly work environment, including a lack of appropriate and affordable child care, and inflexible working hours further prevent women from achieving their full potential.]

164. In the private sector [including transnational and national enterprises,] women are largely absent from management and policy levels, denoting discriminatory hiring and promotion policies and practices. The unfavourable work environment as well as the limited number of employment opportunities available have led many women to seek alternatives. Women have increasingly become self-employed and owners and managers of micro, small and medium-scale enterprises. The expansion of the informal sector, in many countries, and of self-organized and independent enterprise is in large part due to women, whose [collaborative, self-help and traditional practices and] initiatives in production and trade represent a vital economic resource. When they gain access to and control over capital, credit and other resources, technology and training, women can increase production, marketing and income for sustainable development.

165. Taking into account the fact that continuing inequalities and noticeable progress coexist, rethinking employment policies is necessary in order to integrate the gender perspective and to draw attention to a wider range of opportunities as well as to address any negative gender implications of current patterns of work and employment. To realize fully equality between women and men in their contribution to the economy, active efforts are required for equal recognition and appreciation of the influence that the work, experience, knowledge and values of both women and men have in society.

166. In addressing the economic potential and independence of women, Governments and other actors should promote an active and visible policy of mainstreaming a gender perspective in all policies and programmes so that before decisions are taken, an analysis is made of the effects on women and men respectively.

[Promote women's economic self-reliance, including access to employment, appropriate working conditions and control over economic resources - land, capital and technology]

Strategic objective F.1. [Promote women's self-reliance, including access to employment, appropriate working conditions and control over economic resources - land, capital, credit and technology - and guarantee economic opportunities for women] [Secure economic rights for women]

Actions to be taken

167. By Governments:

- (a) Enact and enforce legislation to guarantee the rights of women and men to equal pay for equal work or work of equal value;
- (b) Adopt and implement laws against discrimination based on sex [age, race and religion] in the labour market, hiring and promotion, the extension of employment benefits and social security, and working conditions;
- (c) Eliminate discriminatory practices by employers and take appropriate measures in consideration of women's reproductive role and functions, such as the denial of employment and dismissal due to pregnancy or breast-feeding, or requiring proof of contraceptive use, and take effective measures to ensure that pregnant women, women on maternity leave or women re-entering the labour market after childbearing are not discriminated against;
- (d) Devise mechanisms and take positive action to enable women to gain access to full and equal participation in the formulation of policies and definition of structures through such bodies as ministries of finance and trade, national economic commissions, economic research institutes and other key agencies, as well as through their participation in appropriate international bodies;
- (e) [Undertake legislative and administrative reforms to give women equal rights [equitable rights] with men to economic resources, including access to ownership and control over land and other properties, credit inheritance, natural resources and appropriate new technology;]
- (f) Conduct reviews of national income and inheritance tax and social security systems to eliminate any existing bias against women;

- (g) [Seek to] Develop a more comprehensive knowledge of work and employment through, inter alia, efforts to measure and better understand the type, extent and distribution of unremunerated work, particularly work in caring for dependants and unremunerated work done for family farms or businesses, and encourage the sharing and dissemination of information on studies and experience in this field, including the development of methods for assessing its value in quantitative terms, for possible reflection in accounts that may be produced separately from, but consistent with, core national accounts;
- (h) [Provide developing countries with technical assistance and funding to collect data on unpaid work and to incorporate them into their national accounts and other economic statistics;]
- (i) Review and amend laws governing the operation of financial institutions to ensure that they provide services to women and men on an equal basis;
- (j) [Make efforts to facilitate more open and transparent budget processes;]
- (k) Revise and implement national policies that support the traditional savings, credit and lending mechanisms for women;
- (l) Seek to ensure that national policies related to international and regional trade agreements do not adversely impact women's new and traditional economic activities;
- (m) [Ensure that transnational corporations comply with national laws and codes, social security regulations, international environmental laws and other relevant laws;]
- (n) Adjust employment policies to facilitate the restructuring of work patterns in order to promote the sharing of family responsibilities;
- (o) Establish mechanisms and other forums to enable women entrepreneurs and women workers to contribute to the formulation of policies and programmes being developed by economic ministries and financial institutions;
- (p) Enact and enforce equal opportunity laws, take positive action and ensure compliance by the public and private sectors through various means;
- (q) Use gender-impact analysis in the development of [macro- and micro-] economic and social policies in order to monitor such impact and restructure policies in cases where harmful impact occurs;
- (r) Promote gender-sensitive policies and measures to empower women as equal partners with men in technical, managerial and entrepreneurial fields;

- (s) Reform laws or enact national policies that support the establishment of labour laws to ensure the protection of all women workers, including safe work practices, the right to organize and access to justice.

Strategic objective F.2. Take positive action to facilitate women's equal access to resources, employment, markets and trade

Actions to be taken

168. By Governments:

- (a) Promote and support women's self-employment and the development of small enterprises, and strengthen women's access to credit and capital on appropriate terms equal to that of men through the scaling-up of institutions dedicated to promoting women's entrepreneurship, including, as appropriate, non-traditional and mutual credit schemes, as well as innovative linkages with financial institutions;
- (b) Strengthen the incentive role of the State as employer to develop a policy of equal [equitable] opportunities for women and men;
- (c) Enhance, at the national and local levels, rural women's income-generating potential by facilitating their equal access to and control over productive resources, land, credit, capital, property rights, development programmes and cooperative structures;
- (d) Promote and strengthen micro-enterprises, new small businesses, cooperative enterprises, expanded markets and other employment opportunities and, where appropriate, facilitate the transition from the informal to the formal sector, especially in rural areas;
- (e) Create and modify programmes and policies that recognize and strengthen women's vital role in food security and provide paid and unpaid women producers, especially those involved in food production, such as farming, fishing and aquaculture, as well as urban enterprises, with equal access to appropriate technologies, transportation, extension services, marketing and credit facilities at the local and community levels;
- (f) Establish appropriate mechanisms and encourage intersectoral institutions that enable women's cooperatives to optimize access to necessary services;
- (g) Increase the proportion of women extension workers and other government personnel who provide technical assistance or administer economic programmes;
- (h) Review, reformulate, if necessary, and implement policies, including business, commercial and contract law and government regulations, to

ensure that they do not discriminate against micro, small and medium-scale enterprises owned by women in rural and urban areas;

- (i) Analyse, advise on, coordinate and implement policies that integrate the needs and interests of employed, self-employed and entrepreneurial women into sectoral and inter-ministerial policies, programmes and budgets;
- (j) Ensure equal access for women to effective job training, retraining, counselling and placement services that are not limited to traditional employment areas;
- (k) Remove policy and regulatory obstacles faced by women in social and development programmes that discourage private and individual initiative;
- (l) Safeguard and promote respect for basic workers' rights, including the prohibition of forced labour and child labour, freedom of association and the right to organize and bargain collectively, equal remuneration for men and women for work of equal value, and non-discrimination in employment, and fully implement the conventions of the International Labour Organization in the case of States party to those conventions and, taking into account the principles embodied in those conventions in the case of those countries that are not party to those conventions, to thus achieve truly sustained economic growth and sustainable development.

169. By Governments, central banks and national development banks, and private banking institutions, as appropriate:

- (a) Increase the participation of women, including women entrepreneurs, in advisory boards and other forums to enable women entrepreneurs from all sectors and their organizations to contribute to the formulation and review of policies and programmes being developed by economic ministries and banking institutions;
- (b) Mobilize the banking sector to increase lending and refinancing through incentives and the development of intermediaries that serve the needs of women entrepreneurs and producers in both rural and urban areas, and include women in their leadership, planning and decision-making;
- (c) Structure services to reach rural and urban women involved in micro, small and medium-scale enterprises, with special attention to young women, low-income women, those belonging to ethnic and racial minorities, and indigenous women who lack access to capital and assets, expand women's access to financial markets by identifying and encouraging financial supervisory and regulatory reforms that support financial institutions' direct and indirect efforts to better meet the credit and other financial needs of the micro, small and medium-scale enterprises of women;

- (d) Ensure that women's priorities are included in public investment programmes for economic infrastructure, such as water and sanitation, electrification and energy conservation, transport and road construction. Promote greater involvement of women beneficiaries at the project planning and implementation stages to ensure access to jobs and contracts.

170. By Governments and non-governmental organizations:

- (a) Pay special attention to women's needs when disseminating market, trade and resource information and provide appropriate training in these fields;
- (b) Encourage community economic development strategies that build on partnerships among Governments, and encourage members of civil society to create jobs and address the social circumstances of individuals, families and communities.

171. By multilateral funders and regional development banks, as well as bilateral and private funding agencies, at the international, regional and subregional levels:

- (a) Review, where necessary reformulate, and implement policies, programmes and projects to ensure that a [higher] [more equitable] proportion of resources reach women in rural and remote areas [without attendant conditions that could place women under pressure to act against their ethical and religious values];
- (b) Develop flexible funding arrangements to finance intermediary institutions that target women's economic activities, and promote self-sufficiency and increased capacity in and profitability of women's economic enterprises;
- (c) [Develop strategies for international [development] financial institutions and regional development banks to consolidate and strengthen their assistance to the micro, small and medium-scale enterprise sector, and work together with bilateral agencies to coordinate and enhance the effectiveness of this sector, drawing upon the expertise and financial resources from within their own organizations as well as from bilateral agencies, Governments and non-governmental organizations.]

172. By international, multilateral and bilateral development cooperation organizations:

Support, through the provision of capital and/or resources, financial institutions that serve low-income, small and micro-scale women entrepreneurs and producers in both the formal and informal sectors.

173. By Governments and/or multilateral financial institutions:

Review rules and procedures of formal national and international financial institutions that obstruct replication of the Grameen Bank prototype, which provides credit facilities to rural women.

174. By international organizations:

[Seek to] Provide adequate support for programmes and projects designed to promote sustainable and productive entrepreneurial activities among women, in particular the disadvantaged.

Strategic objective F.3. Provide business services and access to markets, information and technology to low-income women

Actions to be taken

175. By Governments [in cooperation with non-governmental organizations and the private sector]:

- (a) Provide public infrastructure to [ensure] [facilitate] equal market access for women and men entrepreneurs;
- (b) Develop programmes that provide training and retraining, particularly in new technologies and affordable services to women in business management, product development, financing, production and quality control, marketing and the legal aspects of business;
- (c) Provide outreach programmes to inform low-income and poor women, particularly in rural and remote areas, of opportunities for market and technology access, and provide assistance in taking advantage of such opportunities;
- (d) Create non-discriminatory [investment funds] [support services] for women's businesses, and target women, particularly low-income women, in trade promotion programmes;
- (e) Disseminate information about successful women entrepreneurs in both traditional and non-traditional economic activities and the skills necessary to achieve success; facilitate networking and the exchange of information;
- (f) Take measures to ensure equal access of women to ongoing training in the workplace, including unemployed women, single parents, women re-entering the labour market after an extended temporary exit from employment owing to family responsibilities and other causes, and women displaced by new forms of production or by retrenchment, and increase incentives to enterprises to expand the number of vocational and training centres that provide training for women in non-traditional areas;

- (g) Provide affordable support services, such as high-quality, flexible and affordable child-care services, that take into account the needs of working men and women.

176. By local, national, regional and international business organizations and non-governmental organizations concerned with women's issues:

Advocate, at all levels, for the promotion and support of women's businesses and enterprises, including those in the informal sector, and the equal access of women to productive resources.

Strategic objective F.4. Strengthen women's economic capacity and commercial networks

Actions to be taken

177. By Governments:

- (a) Adopt policies that support business organizations, non-governmental organizations, cooperatives, revolving loan funds, credit unions, grass-roots organizations, women's self-help groups and other groups in order to provide services to women entrepreneurs in rural and urban areas;
- (b) [Design special programmes for women that are affected by economic restructuring [and structural adjustment programmes] and the process of transition to market economies and for women who work in the informal sector;]
- (c) [Adopt policies that strengthen women's self-help groups and workers' associations through non-conventional forms of support;]
- (d) Support programmes that enhance the self-reliance of special groups of women, such as young women, women with disabilities, elderly women and women belonging to racial and ethnic minorities;
- (e) [Use the research of economists, scientists and technologists to promote gender equality;]
- (f) Support the economic activities of indigenous women, taking into account their traditional knowledge, so as to improve their situation and development;
- (g) [Adopt policies to extend or maintain the protection of labour laws and social security provisions for those who do paid work in the home;]
- (h) Recognize and encourage the contribution of research by women scientists and technologists;

- (i) Ensure that policies and regulations do not discriminate against micro, small and medium-scale enterprises run by women.

178. By [encouraging] financial intermediaries, national training institutes, credit unions, non-governmental organizations, women's associations, professional organizations and the private sector, as appropriate:

- (a) Provide, at national, regional and international levels, training in a variety of business-related and financial management and technical skills to enable women, especially young women, to participate in economic policy-making at those levels;
- (b) Provide business services, including marketing and trade information, product design and innovation, technology transfer and quality control, to women's business enterprises, including those in export sectors of the economy;
- (c) Promote technical and commercial links and establish joint ventures among women entrepreneurs at the national, regional and international levels to support community-based initiatives;
- (d) Strengthen women's participation in production and marketing cooperatives by providing marketing and financial support, especially in rural and remote areas, including marginalized women;
- (e) Promote and strengthen women's micro-enterprises, new small businesses, cooperative enterprises, expanded markets and other employment opportunities and, where appropriate, facilitate the transition from the informal to the formal sector, in rural and urban areas;
- (f) Invest capital and develop investment portfolios to finance women's business enterprises;
- (g) Give adequate attention to providing technical assistance, advisory services, training and retraining for women connected with the entry to the market economy;
- (h) Support credit networks and innovative ventures, including traditional savings schemes;
- (i) Provide networking arrangements for entrepreneurial women, including opportunities for the mentoring of inexperienced women by the more experienced;
- (j) Encourage community organizations and public authorities to establish loan pools for women entrepreneurs, drawing on successful small-scale cooperative models.

179. By [encouraging] [transnational and national corporations] [the private sector]:

- (a) Adopt policies and establish mechanisms to grant contracts on a non-discriminatory basis;
- (b) Recruit women for leadership, decision-making and management, and provide training programmes, all on an equal basis with men;
- (c) Observe national labour environment, consumer, health and safety laws, particularly those that affect women.

Strategic objective F.5. Eliminate occupational segregation and all forms of employment discrimination

Actions to be taken

180. By Governments, employers, employees, trade unions and women's organizations:

- (a) [Implement and enforce laws, regulations and codes of conduct that extend international labour standards and workers' rights to female workers in export processing zones;]
- (b) [Enact and enforce laws and introduce implementing measures, including means of redress and access to justice in case of non-compliance, to prohibit direct and indirect discrimination on grounds of sex, sexual orientation and parental status in relation to access to employment, conditions of employment, including training, promotion, health and safety, as well as termination of employment and social security of workers, including legal protection against sexual and racial harassment;]
- (c) Enact and enforce laws and develop workplace policies against [age and] gender discrimination in the labour market, in hiring and promotion, and in the extension of employment benefits and social security, as well as regarding discriminatory working conditions and sexual harassment; mechanisms should be developed for the regular review and monitoring of such laws;
- (d) Eliminate discriminatory practices by employers on the basis of women's reproductive roles and functions, including refusal of employment and dismissal of women due to pregnancy and breast-feeding responsibilities;
- (e) [Develop and promote employment programmes and services for women entering and/or re-entering the labour market, especially poor urban, rural and young women and those affected by structural adjustment programmes, including self-employment;]
- (f) Implement and monitor positive public and private-sector employment equity and positive action programmes to address systemic discrimination against women in the labour force, in particular women with disabilities and women belonging to other disadvantaged groups,

with respect to [employment,] hiring, retention and promotion, and vocational training of women in all sectors;

- (g) Eliminate occupational segregation, especially by promoting the equal participation of women in highly skilled jobs and senior management positions and other measures, such as counselling and placement, that stimulate their on-the-job career development and upward mobility in the labour market, and by stimulating the diversification of occupational choices by both women and men. Encourage women to take up non-traditional jobs, especially in science and technology [and encourage men to seek employment in the social sector];
- (h) Recognize collective bargaining as a right and as an important mechanism for eliminating wage inequality for women and to improve working conditions;
- (i) Promote the election of women trade union officials and ensure that trade union officials elected to represent women are given job protection and physical security in connection with the discharge of their functions;
- (j) [Ensure] access to and develop special programmes to enable women with disabilities to obtain and retain employment, and [ensure] access to education and training at all proper levels, in accordance with the Standard Rules on the Equalization of Opportunities for People with Disabilities; 25/ adjust, to the extent possible, working conditions in order to suit the needs of women with disabilities, who should be secured legal protection against unfounded job loss on account of their disabilities;
- (k) Increase efforts to close the gap between women's and men's pay, take steps to implement the principle of equal remuneration for equal work or work of equal value by strengthening legislation, including compliance with international labour laws and standards, and encourage job evaluation schemes with gender-neutral criteria;
- (l) Establish and/or strengthen mechanisms to adjudicate matters relating to wage discrimination;
- (m) Set specific target dates for [eliminating] all forms of child labour that are contrary to accepted international standards and ensure the full enforcement of relevant existing laws and, where appropriate, enact the legislation necessary to implement the Convention on the Rights of the Child and International Labour Organization standards, ensuring the protection of working children, in particular, street children, through the provision of appropriate health, education and other social services;
- (n) [Ensure that the strategies to eliminate child labour recognize the excessive demands made on some girls for unpaid work in the household;]

- (o) Review and analyse [reformulate] the wage structures in female-dominated professions, such as teaching, nursing and child care, with a view to raising their low status and earnings;
- (p) Facilitate the productive employment of documented migrant women (including women who have been determined refugees according to the 1951 Convention relating to the Status of Refugees) through greater recognition of foreign education and credentials and by adopting an integrated approach to labour market training that incorporates language training.

Strategic objective F.6. [Create a flexible work environment]
[Better harmonization of work and family responsibilities for women and men]

Actions to be taken

181. By Governments:

- (a) [Adopt policies to extend the protection of labour and social security laws to part-time and temporary jobs and to seasonal and home-based workers, and enact laws to promote career development based on flexible work conditions;]
- (b) [Ensure that full and part-time work can be freely chosen by women and men on an equal basis, and consider appropriate protection for atypical workers in terms of access to employment, working conditions, and social security;]
- (c) [Enact and enforce laws that grant parental leave and parental benefits to both women and men, and promote the equitable sharing of responsibilities for the family by men and women, including through appropriate legislation, incentives and/or encouragement;]

(Alternative)

- [Ensure, through appropriate legislation, incentives and/or encouragement, adequate opportunities for women and men to take parental leave and receive parental benefits;]
- (d) Develop policies, inter alia, in education to change attitudes that reinforce the division of labour based on gender in order to promote the concept of shared family responsibility for work in the home, particularly in relation to children and elder care;
- (e) Improve the development of, and access to, technologies that facilitate occupational as well as domestic work, encourage self-support, generate income, transform gender-prescribed roles within the productive process and enable women to move out of low-paying jobs;

- (f) Examine a range of policies and programmes, including social security legislation and taxation systems, in accordance with national priorities and policies, to determine how to promote gender equality and flexibility in the way people divide their time between and derive benefits from education and training, paid employment, family responsibilities, volunteer activity and other socially useful forms of work, rest and leisure.

182. By Governments, the private sector and non-governmental organizations, trade unions and the United Nations, as appropriate:

- (a) Adopt appropriate measures involving relevant governmental bodies and employers' and employees' associations so that women and men are able to take temporary leave from employment, have transferable employment and retirement benefits and make arrangements to modify work hours without sacrificing their prospects for development and advancement at work and in their careers;
- (b) Design and provide educational programmes through innovative media campaigns and school and community education programmes to raise awareness on gender equality and non-stereotyped gender roles of women and men within the family; provide support services and facilities, such as on-site child care at workplaces and flexible working arrangements;
- (c) Enact and enforce laws against sexual and other forms of harassment in all workplaces.

G. [Inequality between men and women in the sharing of power [family responsibilities] and decision-making at all levels] [Shared power: women in decision-making]

183. The Universal Declaration of Human Rights states that everyone has the right to take part in the Government of his/her country. The empowerment and autonomy of women and the improvement of women's social, economic and political status is essential for the achievement of both transparent and accountable government and administration and sustainable development in all areas of life. The power relations that impede women's attainment of fulfilling lives operate at many levels of society, from the most personal to the highly public. Achieving the goal of equal participation of women and men in decision-making will provide a balance that more accurately reflects the composition of society [and is a prerequisite for the proper functioning of democracy] [and promotes the proper functioning of democracy]. Equality in political decision-making performs a leverage function without which it is highly unlikely that a real integration of the equality dimension in government policy-making is feasible. In this respect, women's equal participation in political life plays a pivotal role in the general process of the advancement of women. Women's equal participation in decision-making is not only a demand for simple justice or democracy but can also be seen as a necessary condition for women's interests to be taken into account. Without the active participation of women and the

incorporation of women's perspective at all levels of decision-making, the goals of equality, development and peace cannot be achieved.

184. Despite the widespread movement towards democratization in most countries, women are largely underrepresented at most levels of government, especially in ministerial and other executive bodies, and have made little progress in attaining political power in legislative bodies or in achieving the target endorsed by the Economic and Social Council of having 30 per cent women in positions at decision-making levels by 1995. Globally, only 10 per cent of the members of legislative bodies and a lower percentage of ministerial positions are now held by women. Indeed, some countries, including those that are undergoing fundamental political, economic and social changes, have seen a significant decrease in the number of women represented in legislative bodies. Although women make up at least half of the electorate in almost all countries and have attained the right to vote and hold office in almost all States Members of the United Nations, women continue to be seriously underrepresented as candidates for public office. The traditional working patterns of many political parties and government structures continue to be barriers to women's participation in public life. Women may be discouraged from seeking political office by discriminatory attitudes and practices, family and child-care responsibilities, and the high cost of seeking and holding public office. Women in politics and decision-making positions in Governments and legislative bodies contribute to redefining political priorities, placing new items on the political agenda that reflect and address women's gender-specific concerns, values and experiences, and providing new perspectives on mainstream political issues.

185. Women have demonstrated considerable leadership in community and informal organizations, as well as in public office. However, socialization and negative stereotyping of women and men, including stereotyping through the media, reinforces the tendency for political decision-making to remain the domain of men. Likewise, the underrepresentation of women in decision-making positions in the areas of art, culture, sports, the media, education, religion and law have prevented women from having a significant impact on many key institutions.

186. Owing to their limited access to the traditional avenues to power, such as the decision-making bodies of political parties, employer organizations and trade unions, women have gained access to power through alternative structures, particularly in the non-governmental organization sector. Through non-governmental organizations and grass-roots organizations, women have been able to articulate their interests and concerns and have placed women's issues on the national, regional and international agendas.

187. Inequality in the public arena can often start [within the family when power relations between men and women are unbalanced] [with discriminatory attitudes and practices within the family]. The unequal division of labour and responsibilities within households based on unequal power relations also limits women's potential to find the time and develop the skills required for participation in decision-making in wider public forums. A more equal sharing of those responsibilities between women and men not only provides a better quality of life for women and their daughters but also enhances their opportunities to shape and design public policy, practice and expenditure so