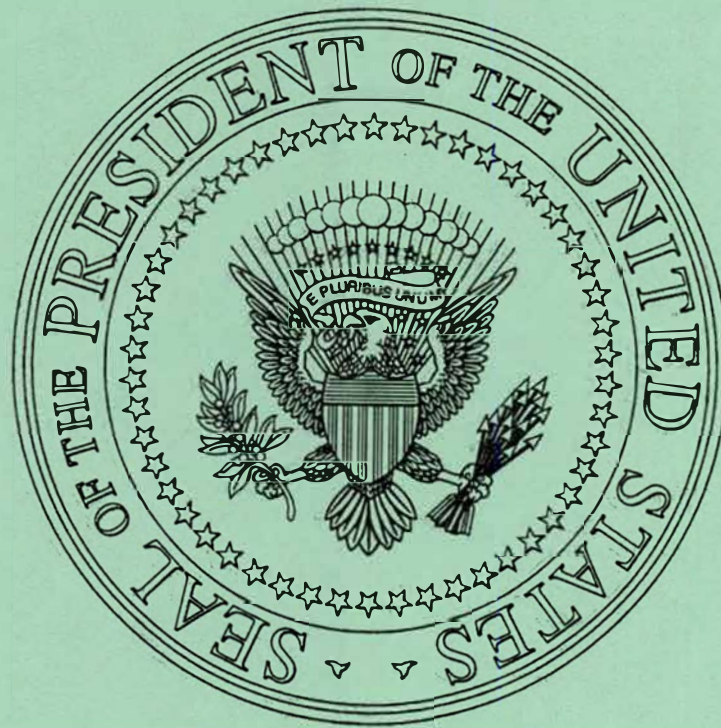


**Briefing Book**  
**United Nations Fourth**  
**World Conference**  
**September 1995**



## BRIEFING BOOK OF THE FIRST LADY

U.N. Fourth World Conference on Women

September 5 - September 6, 1995

# FOURTH WORLD CONFERENCE ON WOMEN

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**CONFERENCE  
BACKGROUND**

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# Focus on 4WCW

## Questions and Answers About 4WCW



United States Department of State

• Bureau of Public Affairs

• Office of Public Communication

• July 31, 1995



*The following are some frequently asked questions and answers regarding the 4th UN World Conference on Women (4WCW).*

**Q.** *What is the purpose of the UN World Conference on Women? Why do we need it?*

**A.** The goals of the UN Decade for Women, 1975-1985—equality, development, and peace—remain unattained. The U.S., as well as the rest of the world, has made a great deal of progress in advancing the status of women, but has not fully succeeded in making women equal partners of men.

This conference refocuses the efforts of individuals, communities, and nations on the practical actions we must take to remove the remaining obstacles to equality and develop an agenda for action that will accelerate women's empowerment.

**Q.** *Why is the Fourth World Conference on Women important to all Americans?*

**A.** Americans have a stake in the future of the world's women. Not only do their situation and their actions increasingly affect us and our overall commitment to democracy and human rights, but women face many of the same challenges and share the same goals the world over. They want strong families, economic security, improved education and health, personal safety, legal rights, and the ability to participate in decision-making.

That American women share these goals became increasingly apparent last year during frequent meetings between government officials involved in U.S. preparations for the conference and private citizens, many of whom are members of women's organizations.

U.S. participation in this conference ensures our role in setting the policies contained in the principal

document of the conference—the Platform for Action. The Platform for Action is an agenda that will influence international and national policy well into the next century.

**Q.** *Why is the Fourth World Conference on Women being held in China, a country with a record of serious human rights violations?*

**A.** In 1992, the United Nations accepted China's invitation to host the conference. UN tradition follows a system of geographic rotation, and it was the Asia region's turn to hold a world conference on women. China was the only Asian nation to issue an invitation.

This is a conference about women and girls, not about China. Moreover, with some 45,000 people expected to attend the conference or forum, it is clear this conference will have—and is already having—a tremendous impact on the Chinese.

**Q.** *What major issues of interest to women will the U.S. pursue at the conference?*

**A.** With the advancement and empowerment of women as the primary goal, we have a unique opportunity to solidify and build on previous commitments made for women's empowerment at other UN conferences.

Besides reaffirming these international agreements, the U.S. will provide leadership on the following issues in the Platform for Action, which are of importance to Americans and the world:

- The human rights of women, including action to end violence against women.

- A life-span approach to and improvements in education and health.

- Efforts and arrangements to balance work and family responsibilities for both women and men.

- Economic security and self-reliance.



- The importance of the private sector and non-governmental organizations (NGOs) as partners in building communities—locally, nationally, and internationally.

- The full participation of women in political and economic decision-making.

**Q.** *Why has there been controversy over the use of the word "gender" in the Platform for Action?*

**A.** In early April, at the close of the final preparatory meeting for the conference, a handful of countries raised objections to the use of the word "gender" throughout the draft Platform for Action. This action took most countries by surprise, since the word has been used extensively throughout the UN system for the past 20 years, usually as a reference to the distinctions between males and females that are more a matter of sociology than biology.

Interested countries met in May in order to resolve the issue. Rather than attempting to define the word, they agreed to a Chairman's statement reflecting their general understanding of the word and acknowledging that there are no new meanings attached to the word and that "gender" would continue to be understood as before in the UN system. Only one country did not join consensus. The statement will appear in the conference report.

**Q.** *What is the NGO Forum and how does it relate to the conference?*

**A.** Recognizing the importance of the private sector in helping to shape public policy and put international agreements into action, traditionally there is a forum for non-governmental organizations (NGOs) and interested individuals held parallel to the government conference. The forum—operated independently from the government event—provides a structured meeting place for people interested in the issues of the government conference. It is an

information exchange involving workshops, seminars, debates, and opportunities for networking. It takes no official action, although sometimes NGOs develop alternative platforms that they offer to government delegations to use for improving the UN document in negotiating sessions. While there is no formal interchange between the forum and government conference, there is frequent and intense communication between the NGOs and government delegates. Since the draft platform is a working document able to be amended, the NGOs lobby delegates about their issues and do influence the outcome. Also, some NGOs are accredited observers to the government conference and send members to the proceedings.

**Q.** *Do all NGOs, regardless of their particular views, have a fair opportunity to participate in the NGO Forum? And to be accredited as observers to the government conference?*

**A.** Yes. Participation in the forum is a simpler matter than obtaining accreditation to the conference, where guidelines about a group's relevance to the issues, competence, and status come into consideration. To foster citizen involvement, the United States actively promotes participation of NGOs without regard to their substantive positions. The U.S., at senior levels, has urged the UN Secretariat to follow open and fair credentialing procedures for NGOs. Additionally, the U.S. has also asked the Chinese Government to meet its obligations as host country by applying fair and transparent visa procedures to all who have registered to attend.

**Q.** *Why was the NGO Forum site changed and why is it now so far away?*

**A.** Last March, the Chinese announced that the scheduled site—a sports stadium in Beijing—had "structural problems" and that the site was being relocated to

Huariou, a small town and scenic tourist area near the Great Wall of China. There was widespread concern and protest on the part of the forum organizers, NGOs, and governments that the site was too far from the government conference and grossly inadequate for scheduled activities and hotel accommodations. However, as a result of many negotiations and discussions with the Chinese, the NGO Forum organizers agreed to the site. Most forum activities will be held in Huariou, and extensive construction is underway to provide adequate facilities and accommodations. Buses will shuttle participants back and forth to Beijing, and in Beijing, NGOs will have two satellite facilities available where they can meet with delegates.

**Q.** *Who will be on the U.S. delegation and how are they chosen?*

**A.** The U.S. will send a strong delegation to Beijing—one that is skilled and representative of the broad range of people and interests in our country. It will consist of both government and private sector members. First Lady Hillary Rodham Clinton is Honorary Chair. Although no decision has been made about her attendance at the conference, her willingness to accept this position reflects her strong interest in and commitment to effective U.S. participation.

Ambassador Madeleine K. Albright, U.S. Permanent Representative to the United Nations, will chair the delegation. Donna Shalala, Secretary of Health and Human Services, will serve as co-chair; Timothy E. Wirth, Under Secretary of State for Global Affairs, is alternate chair. The Honorable Marjorie Margolies-Mezvinsky, former member of Congress, is deputy head of delegation and director, and Veronica Biggins, former assistant to the President, is vice-chair.

Other members of the delegation include Maria Antonietta Berriozabal of San Antonio, Texas, Lynn Cutler of Washington, DC, Arthenia Joyner of

Tampa, Florida, Dorothy Lamm of Denver Colorado, and Linda Tarr-Whelan of Washington, DC.

The delegation is appointed by the White House in close coordination with the State Department. Government delegates are chosen for their expertise in U.S. policy and experience in international negotiating. Non-governmental delegates are chosen for their expertise in subject areas of the platform, for their achievements and contributions to public life, and for their representation of the various groups that constitute the American social fabric.

**Q.** *Since the United States is committed to advancing the status of women around the world, why haven't we ratified the Convention on the Elimination of All Forms of Discrimination against Women?*

**A.** President Carter signed the Convention in 1980 and submitted it to the Senate for its advice and consent to ratification, though no further action was taken. However, the Convention came into force worldwide in 1981 after having acquired the requisite ratification of 20 nations. As of April, 1995 the number of states had grown to 139. In 1993, Secretary of State Warren

Christopher announced at the Vienna Conference on Human Rights that ratification of the treaty was a priority of the Clinton Administration. The Administration submitted its ratification package to the Senate. The Senate Foreign Relations Committee voted favorably to send it to the full Senate on September 29, 1994. However, the Senate took no action before it adjourned. Ratification remains a priority for the Administration, but at this time it is not known when the Senate Foreign Committee will take it under consideration. ■



# Focus on 4WCW



## Background on UN Conferences and NGO Forums

United States Department of State

• Bureau of Public Affairs

• Office of Public Communication

• July 12, 1995



A UN world conference usually involves two related events—a conference of governmental delegations and a forum for non-governmental organizations—NGOs. These events are held simultaneously or sequentially in the same city.

### The Importance of These Events

UN conferences and their parallel NGO forums focus on a particular issue or world problem. **They serve to change and advance world public opinion and policy.** They also are a major opportunity for those interested in, and/or working on, an issue to meet, discuss a subject, exchange experiences, and organize new groups or networks.

The effects of world conferences can be profound and long-lasting. For example, the 1985 World Conference to Review and Appraise the Achievements of the UN Decade for Women, held in Nairobi, Kenya, marked the first time the world focused on and governments acknowledged the pervasive problem of violence—including domestic violence—against women. The 1992 UN Conference on the Environment and Development in Rio refocused global attention on environmental issues. The 1993 World Conference on Human Rights in Vienna declared women's rights to be human rights and violations of women, such as wartime systematic rape, as human rights violations. On the recommendation of this conference, a special rapporteur on violence against women was appointed by the UN Commission on Human Rights.

### World Conference Preparations

Conferences are composed of official government delegations representing UN member or observer states. Delegates represent their government's interests, not themselves. All nations come together as equals, all have a voice, and all have an equal vote.

The conferences require the following preparations.

- The UN establishes the purpose, theme, date, and location of the conference.

- The UN Secretary General appoints a conference secretary general who handles administrative, logistical, UN-host government relations, and other substantive concerns of the conference.

- A preparatory committee—PrepCom (such as the UN Commission on Human Rights)—prepares the conference agenda and develops a proposed conference document. It also establishes guidelines for the role of NGOs in the conference—their access to the formal conference and the general rules for the separate NGO forum. Often, UN regional preparatory meetings and regional NGO forums are held prior to the world conference.

- Delegates to the conference are selected by foreign ministries and heads of government of each country. Countries sometimes hold national meetings to discuss the conference agenda and that nation's priorities and input to the conference document.

- At the conference, governments exchange views on the subject matter, and a plan or program of action—generally representing global consensus on the subject matter of the conference—is discussed and adopted.

- Drafting committees are often established to work out the final version of the document during the conference. Delegates from each nation participate in committee sessions. Negotiations on the conference document and resolutions can be influenced by individual delegates or by relationships between delegates who are experts on the subject or advocates for a particular point of view. Regional groups frequently caucus to discuss and compromise issues.

Each nation has one vote on the final acceptance or rejection of the document and usually is instructed from their capital on how to vote. By their vote—sometimes made with specified reservations—countries commit themselves to goals, standards of behavior, and actions. The conference document and resolutions may suggest new international institutions or other ways of dealing with the issue.



Following the conference, the document is distributed worldwide by the UN. It and any resolutions adopted at the conference are taken up at the UN General Assembly or by UN specialized agencies for action.

### NGO Forums

In the United States, NGOs are more commonly described as private, non-profit, or voluntary organizations. **The NGO forum is usually open to everyone.** It is intended to provide a structured meeting place for persons and groups interested in the subject matter of the government conference.

NGO forums require the following preparations:

- The Committee of Non-Governmental Organizations with UN consultative status—CONGO—establishes a forum-planning committee made up of volunteers from organizations with consultative status and usually other NGOs.
- The planning committee—with its coordinator or director—obtains a site, sets the date, establishes a forum newspaper, and handles logistics. It raises funds to cover forum expenses—not including funding of workshops, seminars, or exhibits—sets the program based on submissions from interested groups, organizes briefings, and produces a printed program.
- Interested groups and individuals fill out the program: They organize workshops, seminars, and other events and apply to the coordinator for a time and space. Some groups hold workshops. **NGOs must finance their own events and participation.**

The forum takes no official action. It is **primarily an information exchange, spirited debate, networking, and organizing opportunity.** Although there is no formal interchange between the forum and the delegations to the government conference, the two events can and do influence each other. The conference document, while drafted and debated in advance, is a working document that may be amended. NGO members often lobby conference delegates and can influence the final outcome.

### International Women's Year, 1975

In 1972, the UN General Assembly proclaimed 1975 International Women's Year—IWY. The proclamation called for action to promote equality, the involvement of women in development efforts, and the recognition of the woman's role in strengthening peace and promoting friendly relations among nations.

The General Assembly's action came at the recommendation of the UN Commission on the Status of Women—CSW. Established in 1947, the CSW prepares reports and recommendations on women's rights and status and has served as the preparatory body for the UN conferences on women.

The World Conference of the International Women's Year was held in Mexico City in 1975. More than 1,000 delegates, representing 133 countries, participated; 75% were women.

The parallel conference for NGOs—the NGO Tribune—drew 6,000 women and involved information exchange, debate, networking, and leadership development. It was known as the world's largest consciousness-raising session ever and attracted extensive media attention.

The government conference adopted a **World Plan of Action for the Implementation of the Objectives of the International Women's Year.** The plan, drafted by the CSW, incorporated input from grass-roots organizations and women's groups around the world and set minimum goals, such as the eradication of illiteracy. The plan provided a blueprint to NGOs, governments, and international organizations for improving the status of women.

The conference also approved a **draft Convention on the Elimination of all Forms of Discrimination against Women**, subsequently adopted by the General Assembly in 1979. In force since 1981, to date it has been ratified by 139 countries. The United States signed the convention in 1980. Senate ratification remains a top priority for this Administration.

### UN Decade for Women: Equality, Development, and Peace

The General Assembly endorsed the Mexico City Plan of Action in December 1975 and proclaimed 1976-85 the UN Decade for Women: Equality, Development, and Peace. It called for a mid-decade conference in 1980 and added three sub-themes: employment, health, and education.

During the first half of the decade, the International Research and Training Institute for the Advancement of Women—INSTRAW—and the UN Voluntary Fund for the Decade of Women were created. Now called UNIFEM, the latter provides direct financial and technical support to low-income women's groups in developing countries.

The most widely quoted statistics to come out of research conducted during the first half of the decade contained the International Labor Organization's sobering, yet galvanizing, revelations that:

While women represent 50% of the world population and one-third of the official labor force, they perform nearly two-thirds of all working hours, receive only one-tenth of the world income, and own less than 1% of world property.

The mid-decade conference, held in Copenhagen in 1980, drew 1,326 delegates from 145 states. Another 8,000 women attended the NGO forum. The Copenhagen conference adopted a **World Programme of Action** calling for women's participation in politics and decision-making, and for the elimination of discrimination in law and policy. It encouraged governments and international institutions to conduct more research and to collect gender-disaggregated data.

The Decade for Women ended with the UN World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development, and Peace held in Nairobi, Kenya. The conference was attended by 1,400 delegates from 157 nations; about 14,000—60% of them women from developing countries—attended the NGO forum.



The conference adopted a plan of action for the years 1986-2000—the **Nairobi Forward-Looking Strategies for the Advancement of Women**. The strategies validated the goals and objectives of the earlier Mexico City and Copenhagen documents and indicated concrete measures to overcome obstacles to their achievement, especially in light of the worsening world economic situation that was slowing women's advancement and, at times, setting them back.

### **The UN Fourth World Conference on Women and NGO Forum '95**

In calling for a **Fourth World Conference in Beijing in 1995**, the General Assembly, in 1990, recognized that "the pace of implementation of the Forward-Looking Strategies must be improved in the crucial last decade of the 20th century."

The Platform for Action that is expected to emerge from the Fourth World Conference on Women is not intended to replace the Nairobi document but to accelerate its implementation, based on the accomplishments of the past 10 years and the most stubborn or difficult obstacles to women's progress that remain.

The preparatory body for all four women's conferences has been the UN CSW. At its 1993 annual session, the CSW adopted five goals for the Beijing conference:

- Sharing power in private, public, political, and economic life;
- Full access to the means of development—education, employment, and health;
- Overcoming poverty;
- Promoting peace and defending women's human rights; and
- Inspiring a new generation of women and men working together for equality.

The final draft of the Platform for Action negotiated by governmental delegations at the final PrepCom in March outlines critical areas of concern and proposes objectives and actions.

Critical areas as outlined in the current UN draft are:

- The persistent and growing burden of poverty among women;
- Unequal access to and inadequate educational opportunities;
- Inequalities in health status and unequal access to and inadequate health care services;
- Violence against women;
- Effects of armed or other kinds of conflicts on women;
- Inequality in women's access 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;
- Lack of awareness of, and commitment to, internationally and nationally recognized women's human rights;
- Insufficient mobilization of mass media to promote women's positive contributions to society;
- Lack of adequate recognition and support for women's contributions to managing natural resources and safeguarding the environment; and
- The girl child.

The conference will be the culmination of a process that has involved national and regional preparations and is intended to stimulate increased activity at all levels—from local to global—to improve the status of women and promote equality between men and women. The critical areas of concern and strategic objectives and actions contained in the platform reflect the groundwork done at these preparatory meetings where the issues were raised and actions suggested.

Five UN regional preparatory meetings were held in 1994. The European UN regional preparatory conference—in which the United States and Canada participated—was held in Vienna from October 17-21. It was organized by the UN Economic Commission for Europe—ECE—based in Geneva. Non-governmental organizations held an NGO forum in Vienna from October 13-15.

For the first time at a world conference on women, the UN is accrediting a larger number of diverse NGOs for the Beijing conference and the regional preparatory conferences.

### **Contact Information**

**United Nations.** Ms. Gertrude Mongella of Tanzania is the Secretary General of the Conference. Contact:

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World Conference on Women  
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DC2-1234  
Two United Nations Plaza  
New York, NY 10017  
Phone: 212-963-8385  
Fax: 212-963-3463

**NGO Forum.** Ms. Supatra Masdit of Thailand is the Convenor of the NGO Forum. Contact:

NGO Forum on Women, Beijing '95  
211 East 43rd Street, Suite 1500  
New York, NY 10017  
Phone: 212-922-9267 or 922-9268  
Fax: 212-922-9269

**Due to the change of site to Huairou, all Forum participants are required to fill out a "New Hotel Reservation Form" that is being sent out by the NGO Forum. The deadline for returning this new form to the China Organizing Committee is July 5, 1995. The address for the committee is:**

China Organizing Committee  
Fourth World Conference on  
Women and NGO Forum on  
Women Beijing '95  
No. 15 Jianguomen St.  
Beijing 100730  
P.R. China  
Phone: 861-522-1133, ext: 3006  
Fax: 861-522-5329

**U.S. Department of State.** The Honorary Chair of the U.S. delegation to the Fourth World Conference on Women is the First Lady, Hillary Rodham Clinton, although no decision has been made about her attendance at the Conference. Ambassador Madeleine K. Albright, U.S. permanent representative to the United Nations, is Chairman of the



delegation. Timothy E. Wirth, Under Secretary of State for Global Affairs will serve as Alternate Chair and Marjorie Margolies-Mezvinsky, former member of Congress is the Deputy Chair/Director of the delegation.

U.S. preparations for the world conference have included a series of meetings in the 10 federal regions of the country held in 1994 under the auspices of the Women's Bureau of the U.S. Department of Labor in coordination with the U.S. Department of State and in cooperation with local organizations.

Overall coordination of U.S. preparations and immediate follow-up for the conference is the responsibility of the Department of

State. Under Secretary of State for Global Affairs Timothy Wirth established a Conference Secretariat to coordinate preparations for the Women's Conference and the related conferences on Population and Development, held in Cairo in September 1994 and the World Summit for Social Development, held in Copenhagen in March 1995. Theresa Loar is Director of the Conference Secretariat. Secretariat staff for the Beijing conference include Mary Curtin, Ann Ganzer, Kathleen Hendrix, Sharon Kotok, Jeffrey Meer, Regina Rhea, and Lycia Sibilla.

To add your name and organization to the Secretariat's mailing list, use this address:

G/Conference Secretariat  
U.S. Department of State  
2201 C Street, NW, Room 1318  
Washington, DC 20520  
Phone: 202-647-3129  
Fax: 202-647-4787

The Secretariat holds regular monthly briefings at the Office of Personnel Management, 1900 E Street, NW. Meetings are scheduled for Tuesday, July 11 and Tuesday, August 1, from 3:30 p.m. to 5 p.m. Call the Secretariat hotline for further information: 202-663-3070 or, for the hearing impaired, TDD number 202-647-3750. ■

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# Focus on 4WCW



## U.S. Support for the 4WCW

United States Department of State

Bureau of Public Affairs

Office of Public Communication

July 31, 1995



In September, the United States will join the international community at the Fourth World Conference on Women—4WCW—in Beijing, China. A parallel meeting for non-governmental organizations (NGOs) NGO Forum '95, will be held at about the same time.

The United States welcomes the opportunity to participate in this important event. U.S. goals are increasingly linked with those of a peaceful and prosperous international community, and global prosperity is closely linked with the fortunes and freedoms of the world's women.

At the 4WCW, all nations will focus attention on women—the aspirations they share and the challenges they face. The conference enables us to build support for policies that invest in women and girls, such as economic and educational opportunities. By moving these issues to the top of the policy agenda, the 4WCW can make a difference in the quality of life for women and families around the world. The 4WCW will adopt a comprehensive Platform for Action to empower and improve the lives of girls and women. This action plan can serve the United Nations and national governments as a guide for setting public policy as the 21st century approaches. And it provides citizens with benchmarks by which they can measure progress in their own countries and communities.

### Value to Americans

Women everywhere share the same aspirations—access to opportunity, thriving families, economic security, quality health care and education, personal safety, and the ability to participate in the decisions that affect their lives.

In looking toward this conference, Americans can take pride in the progress they have made in these areas. At the same time, Americans have much to learn from the experiences of women elsewhere, i.e., in an area such as micro-enterprise loans for women entrepreneurs. The 4WCW is a chance to exchange information and experiences about ideas that work.

The challenges women face are also similar. There is a whole range of inequalities that separate girls from

boys, and women from men. In too many parts of the world, girls are given less to eat, are provided with less medical care, and are forced to work harder and at an earlier age than boys. In the United States, women make up too large a percentage of those in poverty and constitute too small a percentage of those in power. These inequities exact an unacceptable cost in human potential and in the well-being of individuals, families, and communities. They warrant our attention and action.

Americans have a stake in how women live around the world. Improving the status and lives of girls and women is an important goal in its own right. It is also the key to building a safer, more secure, and peaceful world.

Policies that improve the status of women enable communities to alleviate poverty, develop local economies, expand the number of educated and healthy citizens, sustain the environment, and strengthen families. Educating girls and women is one of the best development decisions any country can make.

Serious problems facing the world will never be solved until women are able to use their full potential on behalf of themselves, their families, and their global and local communities.

### The Path to the 4WCW

The 4WCW is the latest in a continuum of recent international meetings that have underscored the importance of advancing the status of women:

- At the 1992 UN Conference on Environment and Development in Rio de Janeiro, world leaders embraced the concept that the effective participation of women as environmental managers is vital to achieving sustainable development;

- At the 1993 World Conference on Human Rights in Vienna, governments acknowledged that women's rights are human rights—universal, inalienable, and indivisible—and that attention to gender-specific violations is necessary to ensure the enjoyment of human rights for all;

- The Cairo 1994 International Conference on Population and Development recognized women's



health and rights as the cornerstones of effective population and development policy; and

- At the 1995 World Summit for Social Development in Copenhagen, governments determined that women's equality and political and economic empowerment are essential to combat poverty and social disintegration.

These conferences and the 4WCW build on previous UN efforts in support of women. The foundation for this increased empowerment and participation was laid during the UN Decade for Women, 1976-85. Throughout the decade, women and governments worked toward advancing the status of women under the themes of equality, development, and peace. The experience of the past 10 years, including both the progress made and the obstacles faced, has demonstrated that the essential ingredient for change is women's empowerment—access to and participation in all levels of decision-making and all institutions of society.

### **What is at Stake**

The 4WCW is an opportunity to reaffirm past commitments, link them to women's lives, and put them into action. In preparatory meetings for this historic gathering, a few important issues were left open, or unresolved, including some that were the subject of consensus at recent conferences. The U.S. will work to defend those hard-won and important agreements, and to proceed with the critical work of the 4WCW.

Much is at stake, including the idea that the world's nations can come together to craft solutions to our most serious problems. For that process to work, we must negotiate in good faith, abide by our commitments, and translate words into effective policies and actions.

### **U.S. Policy Goals**

The following U.S. goals are embodied in the Platform for Action, and the international community has agreed to most of them. The exact language will be finalized at the 4WCW.

#### **Improve Women's Economic Security**

Although women have entered the labor force in record numbers over the last two decades, they comprise a majority of the world's poor. In some countries, 60-80% of the people in poverty are women. About 60% of poor adults in the United States are women.

The causes of women's poverty are complex. In many cases, women living in poverty reflect widespread economic underdevelopment, unemployment, and human suffering throughout a society. Women are afflicted by poverty for unique reasons as well. Women may be impoverished when they are left to raise children alone. Many fully employed women remain poor, confined to low-wage jobs or denied access to the education, credit, and resources needed to advance. Too few women receive training in science and technology—which can open the door to high-wage employment. Although the gap has narrowed in the U.S. since 1963 when women earned an average of 60 cents for every dollar men earned, there is still a gap between their wages—75 cents for every dollar. The gap is wider for some groups: in 1992, the average African-American woman earned 64 cents, and the average Hispanic woman 55 cents for every dollar men earned.

Women make great contributions to their families' well-being. When both wage-earning and unpaid work are taken into account, it is clear that women provide substantial, primary, or sole economic support to a large proportion of the world's families. In households with two wage-earning

parents, the father's income typically exceeds the mother's, yet mothers usually contribute a larger proportion of their income to family needs.

At the Copenhagen World Summit for Social Development, the international community agreed that women are pivotal in efforts to address poverty. The 4WCW will build on the Copenhagen agreement by offering an action plan to enhance women's economic self-reliance. It asks governments to remove legal and practical barriers that prevent women from obtaining training, credit, property, and opportunity, and urges support for women-owned businesses and micro-enterprises—especially in technical fields.

Women in the U.S. have progressed in this area. The number of women starting their own businesses has more than doubled in the last 10 years. During the current Administration, the U.S. Congress has made \$33 million available for small loans to those ventures through the Small Business Administration.

U.S. citizens' groups also are pioneering new ways to help women overcome poverty. Some help women break into technical, traditionally male-dominated occupations. For example, Orientation to Nontraditional Occupations for Women in Columbus, Ohio, trains low-income women for careers in carpentry, plumbing, and electrical engineering. As the U.S. works to implement the 4WCW Platform for Action, it will seek to replicate strategies such as these across the country.

#### **Empower Women and Strengthen Families**

Families are the most important unit of society. Within them, we develop self-esteem, learn how to care for others, and begin to develop our values. But families around the world are challenged as never before, and women and children bear the greatest burden. Policies that acknowledge the



realities of work and family life, and ensure a better balance of parental responsibility for children, are critical to improving the lives of women and strengthening families.

Countless families are struggling to make ends meet while caring for children and elderly family members. In most countries, it is difficult, and sometimes impossible, to sustain a family on one person's income. Therefore, economic necessity—and increased opportunity—have led millions of women to enter the paid labor force in recent years. Yet as their wage-earning responsibilities have increased, women have not experienced a corresponding lessening of their domestic duties.

At the same time, the number of single-parent households has soared. In the U.S., nearly one in five households with children is headed by a single parent—about twice as many as 15 years ago. Families are sundered for many reasons—divorce, death, war, or migration in search of economic survival and opportunity. But the result is often the same: Most single-parent families are headed by women, and many are desperately poor.

More than one-third of all female-headed families in the U.S. are living in poverty. In part, this is because fathers often fail to meet their obligations to their children when marriages break up. Two-fifths of divorced fathers do not pay court-ordered child support.

These trends add immeasurably to the difficulty of women's lives. They also deprive children of the resources and nurturance they need to thrive.

Governments and the private sector can ease the burdens on women by enacting policies that support children and the adults who care for them. For example, the U.S. Family and Medical Leave Act, signed into law by President Clinton in 1993, guarantees that most workers will not have to choose between keeping their job and caring for a new child or sick family member. In the last year, the U.S. has also helped to strengthen families by providing new resources for child immunization, Head Start, family preservation and support services, and enforcement of child support.

The Platform for Action urges the adoption of policies that preserve the integrity of families, and recognizes the needs of those—such as single-parent families—that face special challenges. The platform seeks to encourage men to shoulder their full share of responsibility as parents, by promoting their involvement in child care as well as ensuring their contribution to the financial support of the children they father. It also suggests ways to increase the earning power of poor women—especially those with children—through training and self-help programs. Finally, the Platform for Action recommends measures—such as the Family and Medical Leave Act—that enable parents to better balance jobs and family responsibilities.

### **Promote Life-long Education**

Education is a core American value. Without education, women and men are unable to participate effectively in a democracy, protect their health and that of their families, and contribute to and benefit from a rapidly changing economy. Although the gender gap in education is narrowing worldwide, about 130 million children—two-thirds of whom are girls—lack access to primary school. Nearly two-thirds of the illiterate people in the world are women.

Universal education helps girls and women fulfill their aspirations as individuals, strengthens families, and has well-documented benefits for the broader society. These include increased economic productivity; less dependence on government benefits; and families that are smaller, healthier, and better educated. The gains can be dramatic. For example, it has been shown that women's wages rise 10-20% for each year of education they receive. In the poorest countries, each year of basic education of mothers is associated with a 5-10% decline in child mortality.

In many parts of the world, discrimination limits girls' access to education. Because boys are seen as having greater earning potential, parents often are more willing to invest in education for their sons. In the U.S. and other countries where primary

education is universal, schools can fail to benefit girls in subtle ways. For example, researchers have found that in American schools, girls receive less attention, less praise and less detailed instruction from teachers than do boys. Worldwide, girls are steered into training for low-paying jobs. Girls and women remain under-represented in science and technical education—at a cost to both their future earning capacity and to the broader goal of social and economic development.

The platform asks governments to close the gender gap in primary and secondary schooling by the year 2005, and to ensure universal access to primary education by the year 2015. It suggests ways to attract more girls and women to fields of study where they are under-represented. It proposes to broaden women's access to technical training—including training in "non-traditional" careers and continuing education. It encourages adult and family engagement in learning to promote literacy for all. These goals are closely aligned to steps the Clinton Administration has already taken to strengthen and improve educational outcomes for students of all ages. Key to this effort is the implementation of national education goals now embodied in the GOALS 2000: Educate America Act. Education reform strategies include encouraging gender-equitable teaching and learning methods, eliminating gender-bias in curriculum materials, and involving girls and women in advanced math and science courses. The Administration's new School-to-Work systems link education and employment opportunities for girls and women through educational, mentoring, and training activities, particularly in non-traditional areas.

The Platform for Action also asks governments and schools of all kinds to develop education and training programs that are free of gender bias. U.S. citizens groups have been pioneers in developing programs and materials free of gender-bias. Organizations including Girls, Inc. and the American Association of University Women are working to ensure that schools give girls the encouragement



and opportunity they deserve. For example, a program called "Girls Can!" is developing community-based models for correcting gender-bias in education.

### **Improve Women's Health Throughout Their Lives**

Health policies and services should enhance women's physical, psychological, and social well-being throughout the life span. Girls and women often face particular barriers to health care services they need—in part because of gender discrimination, poverty, or the lack of primary health care and social services. The platform calls for improving women's access to appropriate, affordable, and quality health care and related information and services. It acknowledges that programs and services must take into account women's multiple roles and responsibilities, including their role as primary custodians of family health.

Although women experience many of the same health problems as men, they face unique health risks as a result of both gender inequality and biological difference. Too often, women are subjected to the inappropriate or over-prescription of drugs, or medically unnecessary care including the overuse of Caesarian sections. The platform seeks to address these issues and calls for ensuring voluntary and informed consent for all health services. In addition, the platform makes specific reference to the importance of addressing physical and mental health issues associated with aging, nutrition, environmental and occupational health hazards, substance abuse—including tobacco and illegal drugs—and ensuring that girls and women of all ages with any form of disability receive supportive services. Special emphasis is placed on the prevention and early detection of health problems, particularly breast, cervical, and other cancers of the reproductive system.

The platform addresses important ethical issues such as eliminating practices of over-medication and medically unnecessary or coercive medical interventions. It calls for ensuring responsible, voluntary, and informed consent for all health services. It advocates research actions—including research on how

gender-based inequalities affect women's health—to be taken by governments, the UN, health professions, and other appropriate governmental and private institutions.

Women of reproductive age face heightened health risks as well. Every year, 500,000 women die of pregnancy-related causes. Most of those deaths occur among women in developing countries who have had several closely spaced pregnancies or who resort to unsafe abortions. An African woman, for example, is 200 times more likely than a European woman to die in childbirth. Universal reproductive health care, including family planning, would go a long way toward preventing these deaths. It would also reduce infant mortality, by enabling women to avoid high-risk births. Better reproductive health care would also slow the deadly advance of HIV/AIDS and other sexually transmitted diseases (STDs). Women are the fastest-growing group of persons living with HIV/AIDS infection. Indeed, in some U.S. cities, AIDS already has become the leading cause of death among women aged 25-44.

In preparations for the 4WCW, controversy has flared over the Platform for Action's provisions on reproductive health. The platform reaffirms consensus language that was agreed to at the Cairo conference less than a year ago, which asks governments to ensure universal access to the full range of reproductive health services, including family planning, so that every child is wanted and supported as they deserve to be and women and men can exercise their right to decide the number, spacing, and timing of their children.

The document's provisions on abortion have been the source of much debate—and much misunderstanding. While declaring that "... in no case should abortion be promoted as a method of family planning," the Platform for Action asks governments to address unsafe abortion as a major public health concern. It seeks to ensure that abortion services are safe when they are not against the law, to provide reliable and compassionate counseling for all women who have

unwanted pregnancies, and to provide humane care for all women who suffer the consequences of unsafe abortion.

This represents a hard-won consensus among delegates with diverse perspectives. These issues, in conjunction with the entire health section, are recognized by the U.S. as integral to a woman's ability to control her life and act as an equal partner in society. The U.S. supported that language in Cairo, and is committed to reaffirm it at the 4WCW.

The ICPD document defined a new direction for population policies, focusing on people's needs rather than demographic targets.

### **Protect the Human Rights of Women**

In many countries, the human rights of women—and men—are violated by political persecution, torture, and disenfranchisement. But women face another dimension of injustice as well. Rape, domestic violence, and gender-based discrimination are among the abuses that disproportionately affect women in all parts of the world and prevent the full expression and enjoyment of their human rights.

Violence is a major threat to women's safety and bodily integrity. From battered women in the U.S. to the millions of impoverished women living in refugee camps, women of every class, race, and ethnicity are subject to violence and its aftermath. Women are most likely to encounter violence and abuse at home—at the hands of husbands and other male relatives. While the private nature of this crime makes it difficult to assess its full extent, research confirms its horrible and universal prevalence. Worldwide, domestic violence is the leading cause of death among women 14 to 44 years of age.

The human rights of women also encompass freedom from coercion in sexuality, contraception, and child-bearing. But many women lack these fundamental freedoms. Rape, forced prostitution, and forced marriage remain common—especially among girls and adolescents. And women's reproductive freedom has been violated by those in power seeking



to limit—or in some instances to increase—population growth. The Platform for Action condemns all such violations as abhorrent.

In 1993, delegates to the World Conference on Human Rights declared that the rights of women are an inalienable, integral, and indivisible part of universal human rights. The Platform for Action reaffirms that principle, and outlines specific actions for governments to protect and enhance those rights. For example, it calls on governments to take responsibility for preventing and punishing acts of violence against women. It also urges governments to review civil and customary law to eliminate gender-based discrimination, educate women about their legal and human rights, and condemn human rights violations of women.

Human rights issues have generated extensive debate during preparations for the 4WCW. Some delegations seek to renegotiate previously agreed human rights language from the Vienna and Cairo conferences. Again, the U.S. stands by those agreements and will work to uphold them.

The U.S. Government is committed to ensuring the human rights of women. The landmark 1994 Violence Against Women Act seeks to curb family violence in the U.S. and to help its victims by providing support networks and violence prevention programs in neighborhoods across the country. In addition, new provisions strengthen penalties for crimes against women including rape and spousal abuse. The Administration also has established an Office on the Prevention of Domestic Violence in the Department of Justice.

### **Protect and Support Girls and Youth**

The skills, ideas, and energy of girls and young women are vital for us all to attain our goals. Yet, in many parts of the world, especially in cultures which prefer sons, discrimination can cost little girls their lives. Also, in those cultures girls suffer various forms of discrimination. They are often deprived of food and medical care. Research in Bangladesh found that boys under the age of five were given

16% more food than girls. A study in India found that girls were more than four times as likely as boys to suffer from acute malnutrition, but more than 40 times less likely to be taken to a hospital. Partly as a result, some 100 million women are missing from the world's population. The normal ratio of females to males at birth is 105 to 100, but in South Asia, West Asia, and China the ratio at birth is 94 girls to 100 boys.

The Platform for Action asks governments to eliminate preferences for sons through educational campaigns and other programs. It calls for public efforts to ensure that girls can realize their potential and develop self-esteem and to eliminate all forms of discrimination including in health, education, and forced child labor. It also asks governments for health and safety protections from all forms of violence.

### **Enable Women To Participate in Decision-making**

When important policy decisions are made—in legislatures, boardrooms, and at negotiating tables—few women are likely to be present. Worldwide, women comprise only 10% of the members of all legislative bodies. In the U.S., men still hold 95% of senior management positions in business, although women comprise 46% of the labor force. Women also are under-represented in the ranks of scientific and technical experts who guide and influence government policy.

Women lack access to decision-making for many reasons. In some areas, women are barred from positions of power by law or custom. In others, laws have changed but centuries of discrimination have left a legacy of cultural conditioning that effectively prevents women from participating in public life. The 4WCW asks governments to remove barriers to women's full participation in all decision-making processes. At the same time, it seeks to overcome traditions of discrimination through leadership and self-esteem training for girls and women.

The Clinton Administration has been an active champion of women's participation in decision-making. The Administration has more women in

positions of real power—47%—than any before it. It has made a particular effort to appoint women to key policy-making positions in law enforcement, federal judgeships, and science and technology. Women now hold the following positions: Secretary of Energy; chief scientist at the National Aeronautics and Space Administration—NASA, and the National Oceanic and Atmospheric Administration—NOAA; the Undersecretary of Commerce for Science and Technology; and Directors of Research and Development at the Departments of Defense and Energy.

### **Protect the Environment**

Women must have a central place on the agenda for environmental protection in the 21st century if we are to protect our natural resources and leave our children a healthy environment.

Women play leadership roles in promoting an environmental ethic, reducing resource use, and reusing and recycling resources to minimize excessive consumption and waste. Women's contributions to environmental management—including grassroots and youth campaigns to protect the environment—often have taken place at the local level, where decentralized action on environmental issues is most needed and decisive.

The 4WCW Platform for Action makes the important linkage between women's health and environmental protection by addressing the lack of information concerning women's susceptibilities and exposures to environmental hazards and toxic substances. This is particularly urgent in light of the increasing environmental hazards worldwide, particularly in rural and poor urban areas, and the platform is an important step forward in focusing global attention on this issue.

### **Encourage Citizen Involvement**

Worldwide, women are the driving force in thousands of citizens' groups and NGOs that work to meet the needs of various groups in society, hold governments accountable, and improve the quality of life.



The U.S. Government believes that NGOs have a crucial role to play in shaping the 4WCW Platform for Action and ensuring its implementation. In preparations for all major UN conferences, the U.S. Government makes every effort to ensure the full participation of interested citizens and NGOs and to include NGOs on U.S. delegations. During the world summit in Copenhagen, First Lady Hillary Rodham Clinton applauded the important work of NGOs, often in partnership with our government. In preparation for the 4WCW, the Departments of State and Labor co-sponsored 10 regional meetings across the U.S. to obtain citizens' views on issues affecting women. NGOs will also be represented in the U.S. delegation to the 4WCW, and the U.S. regularly seeks citizen input and participation in preparations for the conference. During preparatory meetings for the 4WCW, the government held daily briefings for NGOs. In addition to monthly NGO briefings in Washington, DC, the U.S. also has hosted a series of open meetings to solicit citizen comment on issues in the platform.

In UN preparatory meetings for the 4WCW, the U.S. delegation has advocated language in the platform that encourages governments to work in partnership with NGOs, grant NGOs legal status, and protect their independence. The Clinton Administration also works with the UN to facilitate NGO participation in the conference by, for example, applying fair and transparent visa procedures to all who attend.

#### **Commitments—Putting Words Into Action**

To help ensure that the words agreed to come to life, the U.S. supported language in the draft platform that invites governments to come to Beijing ready to state specific national commitments for priority action. The U.S. will propose immediate steps it will take to improve girls' and women's lives. The U.S. currently receives input from citizens on policies, programs or legislative initiatives that should be undertaken to implement the platform.

The platform already contains two commitments:

- Governments should consult with citizens groups, private sector, and philanthropic institutions to discuss implementation strategies soon after the conference; and

- Have a national strategy to implement the platform by the end of 1996.

#### **Conclusion**

The Fourth World Conference on Women is an important milestone on the path to a future that is sustainable and just. We cannot address the problems that threaten a common future unless women are empowered to make the decisions that affect their lives—and the world.

The 4WCW document presents a plan of action that is fair and sensible. It acknowledges the rich context of women's lives, and addresses women's needs as individuals, as wives and mothers, as workers, and as members of the human community.

The U.S. supports the broad objectives of the 4WCW conference. It believes that implementation of the 4WCW Platform for Action will benefit American women, families, and communities. Perhaps most importantly, it will help ensure that our children—girls and boys—grow up in a world that appreciates the dignity and potential of each person. ■



# Focus on 4WCW



## United States Actions and Priorities

United States Department of State

• Bureau of Public Affairs

• Office of Public Communication

• June 28, 1995



The UN Fourth World Conference on Women will be held in Beijing from September 4-15,

1995. The final preparatory meeting for the conference was held at the United Nations in New York from March 15-April 7, 1995. At this meeting—held during the annual session of the UN Commission on the Status of Women, the preparatory body for the conference—delegations negotiated a draft Platform for Action to be considered for adoption in Beijing. Following is an overview of the draft platform as it was negotiated at the New York meeting, describing U.S. actions and priorities.

### Overall Message

The final draft of the Platform for Action to be adopted at the Fourth World Conference on Women in Beijing contains **distinct elements that reflect a developing consensus around the world**—a consensus that did not exist 10 years ago. The **UN decade for women, 1975-85**, and the document adopted at its culmination—the “**Nairobi Forward Looking Strategies**” (a plan for the years 1986-2000)—**sought to advance the status of women working under the broad themes of equality, development, and peace.**

The experiences of the past 10 years—a combination of research, analysis, legal reform, development work, and the networking and organizing efforts of women themselves—have brought worldwide realization that **the only way to bring about equality, development, and peace is to empower women by integrating them into the mainstream where they can work in partnership with men at all levels and structures of society.**

This directly mirrors the overarching goal for the conference set by the United States. From the first paragraph of the mission statement to the final chapters on institutional and financial arrangements for implementation and follow-up, **the draft platform calls for the empowerment of women; integration of women into the mainstream of all institutions of**

society; a gender perspective into all systems; and an equal partnership between men and women for the good of society.

The overall U.S. priority is to build on the commitments made at the past world conferences on women and on the recent world conferences on the Environment and Development in Rio, Human Rights in Vienna, Population and Development in Cairo, and Social Development in Copenhagen.

### Platform Areas Requiring Extensive Negotiation

**Human Rights.** There are three sections on human rights: **violence against women, the impact of armed conflict on women, and the human rights of women.** Support for strong language in these sections and leadership to retain such language came from all regions of the world. The U.S. underscored governments' responsibility to ensure the human rights of women, and to advance women's legal equality and civil and political rights. African delegations, in particular, led the effort to call on governments to address harmful practices that lead to violence against women, and to review civil and customary law so as to reduce legal discrimination against women, in such areas, for example, as inheritance and property rights.

The section on violence against women provides a comprehensive definition of what constitutes such

### Draft Platform for Action

Single copies of the full text of the draft *Platform for Action* are available from the Conference Secretariat at the United Nations. Requests may be made by fax (dial 212-963-3463) or by writing to:

Secretariat for the Fourth World Conference on Women  
Division for the Advancement of Women, Room DC2-1234  
United Nations  
New York, NY 10017 □



violence and calls on governments to take responsibility for preventing and punishing acts of violence. The platform also addresses the importance of preventive action, including through counseling and rehabilitative programs for offenders.

The sections on human rights and promoting peace focus on the fact that the human rights of women are—as stated in the Vienna Declaration adopted by the World Conference on Human Rights in 1993—an inalienable, integral, and indivisible part of universal human rights, and that governments and international organizations must ensure the protection of these rights.

Although agreement has been reached on a number of important issues, there was a strong effort by some countries to prevent any language that might broaden UN efforts in the area of human rights, and efforts by some to inject political issues into the debate. Thus, large portions of these sections remain bracketed.

The draft platform calls on the UN to **integrate concern for the human rights of women into all its human rights activities**. The U.S. took the lead in committing governments to train officials, including security and military personnel, in human rights and humanitarian law, and to punish violations against women.

The platform recognizes that if women are to fully exercise their rights, they must be informed about those rights. The U.S. was part of a broad consensus recognizing that innovative programs must be developed to help women achieve legal literacy so that they understand and exercise their rights.

**Inequality in Power-sharing And Decision-making.** Drawing from the Universal Declaration of Human Rights, which provides that everyone has a right to take part in the government of his or her country, the platform includes a section on the importance of increasing the participation of women in politics. Although there was disagreement over the types of mechanisms for facilitating this participation—with some

countries favoring more affirmative measures—there was little disagreement expressed about the importance of this section.

**Health.** The U.S. goal was to take a **lifespan approach to health**, broadening attention to women of all ages and from diverse situations and backgrounds. In addition, progress was made in negotiating language on preventive programs, research, increased resources, and follow-up on women's health.

Issues related to breast and cervical cancer, as well as other cancers of the reproductive system, menopause and other conditions associated with aging, nutrition, substance abuse, and environmental and occupational health hazards are all addressed. Much of the text remaining in brackets is language that was previously agreed to in September 1994 at the International Conference on Population and Development in Cairo. Bracketed text primarily addresses reproductive and sexual health including in the sections addressing HIV/AIDS and other sexually transmitted diseases, reproductive rights, unsafe abortions, unwanted pregnancies, contraceptives, and the number of times language addressing parental involvement in adolescent services is included in the document.

**Girls.** Through the leadership of African states, the G-77—a group of about 132 developing countries—introduced a new section for the platform focusing on eliminating discrimination and ensuring the rights of girls. The U.S. worked at the PrepCom to strengthen the proposed section by making it applicable globally rather than regionally. Bracketed language remains concerning discouragement of early marriage; addressing son preference that leads to prenatal sex selection; disparities in access to food, health services, and education on reproduction; and the prevention of sexually transmitted diseases.

**Poverty.** The platform calls attention to the increasing burden of poverty on women—the feminization of poverty—and places women's situations in the context of the global economy and the effects of global

economic policies. For this reason, there is a considerable amount of bracketed language—much of it involving “cause and effect” relationships—calling for foreign debt cancellation and the allocation of resources. The U.S. supported, and consensus was reached, on strong language calling for economic opportunities for women and inclusion of women in economic policy-making, access for women to credit and savings mechanisms, and support services. Although much of the text related to macroeconomic policies and structural adjustment programs is bracketed, consensus language calls for structural adjustment programs to be designed to minimize their negative effects on vulnerable groups and to review the impact of structural adjustment programs by means of gender-sensitive social impact assessments.

**Education and Training.** The U.S. supported the platform's emphasis on full participation of women and girls in life-long learning and in educational policy- and decision-making. The platform calls for equal access to education for women and girls; education, training, and retraining policies for women, particularly those re-entering the labor market; curricula free of gender stereotypes; and the reduction of female illiteracy and the promotion of family engagement in learning. Bracketed areas involve barriers to schooling for pregnant girls and young mothers, teacher training programs and materials to promote mutual respect and shared responsibilities between girls and boys, and religious expression in educational institutions.

**Environment.** The U.S. actively supported recognition of and action to address the data gap concerning women's susceptibilities and exposures to environmental hazards and toxic substances—the particular situation of women with low incomes, indigenous women, and minority women—the participation of women and girls at all levels of decision-making in both formal and informal arenas that influence environmental quality; and equal



access to education, information, and resources in furtherance of environmental protection and natural resource management objectives. U.S. language relating to risks to women's health in low-income areas with high concentrations of polluting industrial facilities remains bracketed.

**Economics.** In the section on economic structures, the U.S. supported and introduced new language that focused on the need for wider acceptance of basic worker rights as minimum labor standards for women; facilitating women's access to credit and capital markets and training; and developing new, financial intermediaries to serve their needs, including reaching hard-to-serve women, such as those in rural areas.

**Mechanisms.** There is much in this chapter that was supported by the U.S., including improved gender-sensitive analysis of statistics, information, and policy analysis; anti-discrimination; promotion of family-friendly policies for both women and men; and the acceptance and use of life-long learning for women and men in and out of school environments.

The platform urges governments to make efforts to measure and better understand unremunerated work, and to seek to develop methods to assess its value in quantitative terms for possible reflection in accounts that are separate from but consistent with core national accounts.

## Document-Wide Features

**Gender.** A few countries moved to delete or bracket the word "gender" throughout the text. In order to resolve this issue, a special working group met in New York in May 1995. The U.S. joined consensus on the adoption of a chairman's statement that will appear in the conference report. The statement reaffirms that "gender," as used in the platform, is

intended to be interpreted and understood as it is in ordinary, generally accepted usage.

**Diversity.** The U.S. made inclusiveness a priority, working to ensure that the **diversity of women was recognized** and that some women face additional barriers to advancement because of factors other than gender. This concept is recognized throughout the document; for example, the U.S. and other supporters, working with women themselves, were successful in **including women with disabilities and those from ethnic and racial minorities**. One paragraph, early in the platform, describes the diverse situations of women which should be incorporated into action plans. Because it is bracketed, it will be negotiated in Beijing.

**Non-Governmental Organizations (NGOs).** The U.S. strongly supported recognition of the role NGOs play in policy planning, development, implementation, and monitoring of programs for the advancement of women, and urged in several places in the document that governments work in partnership with NGOs, grant NGOs legal status and protection, and permit the independence of NGOs, including financial independence. Some delegations within the G-77 strongly oppose a monitoring role for NGOs. The U.S. has consistently supported inclusion of monitoring.

**Young Women.** Working with the youth caucus, the U.S. introduced language in the Global Framework calling attention to the importance of young people in shaping the next century, and the commitment that the international community must make to prepare them for the role they must play in the future. Young women should be part of the process—working to ensure that their needs and futures are addressed. The U.S. also supported specific references to young women or youth throughout the document.

## Implementation and Follow-up.

The U.S. supported language in the document introduced by Australia that invites governments to come to Beijing ready to state **specific national commitments for priority action within the context of the platform**. These commitments are seen as first steps toward implementation, not as a substitute for action on the entire document. Currently, the U.S. is giving serious thought to the nature of commitments and types of initiatives it may bring to Beijing that will result in practical outcomes for women and girls in the United States.

The U.S. also supported and contributed to language that calls upon **governments to consult with relevant institutions and non-governmental organizations, preferably before the end of 1995, on how to best develop implementation strategies for the platform**. Further, governments are called upon to have such plans developed and in place within a year. The U.S. is committed to an ongoing process between government and non-governmental organizations to achieve full equality and partnership between women and men in the political, economic, and social structures of the U.S.

In this time of tight resources, the U.S.—as was true of donor nations in general—took a conservative approach toward finances and resources for implementation, urging refocusing and reallocation of existing resources where possible. Also, because the U.S. is interested in **overall reform of the UN and better coordination and linkage between its agencies and the whole series of international conferences that have been held in the past 10 years**, the U.S. concentrated on ensuring that implementation of the Beijing platform be in concert with this overall process. ■



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SENSITIVE BUT UNCLASSIFIEDScope Paper  
Fourth World Conference on Women  
September 4-15, 1995Summary

The following outlines the United States approach and priorities for the Fourth World Conference on Women. Delegates should use the negotiating matrix developed by the U.S. Government.

A number of issues related to human rights, diversity, resources, and macroeconomic policies were successfully negotiated at a July 31-August 4 informal negotiating session in New York. What remains to be negotiated in Beijing are several difficult issues not resolved at the informals, as well as issues not addressed that week, those related to the International Conference on Population and Development (ICPD), and girls.

Priorities

The primary U.S. objective is to promote the advancement and empowerment of women, and to reaffirm and build on the commitments made at other important UN Conferences. Women played vital, participatory roles in those conferences and were principal actors in implementing those agreements. Many issues essential to women's empowerment were addressed at those conferences, and women's central role in sustainable development was recognized.

Health

Issues related to health are the least negotiated because they were pushed to the end of the March prepcom and were not addressed during the summer informals. The United States, in partnership with other key actors, was successful, however, in expanding the section to address a lifespan approach to women's health as well as a wide range of health issues. The language in brackets is primarily consensus language agreed to in 1994 at the International Conference on Population and Development (ICPD). During the prepcom, it seemed that generally the G-77 was standing behind the agreements on issues such as reproductive and sexual health, reproductive rights, unsafe abortion and condoms, but the handful of countries which took reservations at the ICPD were not willing to accept the language again here.

- 2 -

The United States places a high priority on its commitment to reaffirming the agreements achieved at the ICPD, many of which are fundamental to women's empowerment..

At the ICPD, a great deal of time was spent negotiating broadly accepted language on parental involvement with adolescent health services. Unfortunately, that language is not included in the draft Platform, but more than 20 references using non-consensus language on parental involvement (some of which are entirely ill-placed) are included in the draft Platform. The United States will recommend the inclusion of the ICPD consensus paragraph 7.45 in the section on health, and the removal of the additional parental involvement references that are in brackets.

The United States supports including language opposing coercive reproductive practices, such as forced sterilization or forced abortion. We also support language requiring fully informed consent regarding prescriptions and medical procedures.

#### Human Rights

Significant progress was made at the recent informals in reaching consensus on human rights related language. Two important issues were left unresolved: clear language about the universality of human rights and about equality between men and women. In addition, issues of reproductive rights were not addressed at the informals and remain to be negotiated.

At the informals, the United States, the Holy See, and the European Union sought to unbracket references to the "universal nature of all human rights," drawn directly from the Declaration from the Vienna World Conference on Human Rights, while the G-77 as a group sought to add language regarding "objectivity and non-selectivity" in applying human rights standards (also from Vienna). A compromise was worked out which would have combined these ideas. Only Malta objected. The United States will seek support of all delegations in advancing this compromise in Beijing.

There was no resolution of the proposal by Iran to refer to "equitable" and not just "equal" rights between men and women, in particular in regard to inheritance rights, property rights, and the right to engage in business or other economic activity. Several African delegations led the opposition to the Iranian proposal, which would undermine the concept of equality. African and Latin delegations told us that they believe they can isolate Iran and several other countries and emerge with a document with strong references to equality. The United States will support this move and will work closely with these and other delegations on the strategy to do so.



- 3 -

Reproductive rights issues and related paragraphs about cultural and religious particularities were not discussed at the informals, and like health related issues remain to be negotiated. The United States places high priority on upholding language from Cairo about reproductive rights, both in the health and the human rights sections. We will also seek to replace currently bracketed language about cultural particularities, and place high priority on unbracketing all reproductive rights and other Cairo language before accepting any such language.

### Political Issues

There are several political issues currently bracketed in the document which the United States will seek to delete, or reduce the number of references to.

While the United States condemns all harmful practices, including the idea of trafficking in human tissues and organs, there is no evidence that this practice exists, and references to it in the document derive from a 1980s Soviet and Cuban disinformation campaign to spread the rumor that U.S. citizens sought organs and tissues from children in developing countries. There is no validity to the charge. Unfortunately, however, the rumors continue and resulted in the near-fatal beating of an American woman in Guatemala. The United States will seek to delete references to this issue throughout the document, particularly in the sections referring to the girl child.

In addition, the United States will seek to ensure that references to military spending and weapons are pertinent to the other issues in the document. We will seek to use Copenhagen language regarding excessive military spending. The United States is a leader in world-wide efforts to stop the indiscriminate use of anti-personnel landmines, and will propose language calling for export moratoria of such landmines.

### Families/Mothers

Like many other countries, the United States wants this document to refer to the many roles women play in society, including but not limited to that of mother. At the intersessionals the United States took the lead in reformulating two paragraphs (one referring to the burdens women bear and one to media images of women leaders) which would include reference to women's roles as mothers, among other roles. Latin delegations strongly supported our language. Some African and EU delegations were hesitant to accept the reference to mothers because of their concern that emphasis is all too often placed only on motherhood excluding other aspects of life. We believe all these references are important, and can demonstrate the multiple roles of women and that they should be able to change those roles.

- 4 -

In both the ICPD and the WSSD, countries recognized the family as the basic unit of society and that various forms of families exist (e.g. single parent or multi-generational families).

We hope all delegations will accept the carefully balanced language on mothers and reaccept the concept of families, other than simply "the family."

#### Media

The Media section in the document has not been controversial, but some of it remains to be negotiated, and there are a few key points of concern for the United States.

The United States is particularly concerned that the references to the media both in the media section and other sections, not in any way compromise freedom of the press. The United States will oppose language that implies or states that governments can direct the media to cover certain issues or tell the media how to cover issues. The United States will seek to include further references to freedom of the press in relevant chapeaus and action items. The United States will oppose any efforts to include discredited ideas such as the "right to communication" which have been promoted by authoritarian governments that seek the "right" to direct the media.

#### Financial Resources

The draft Platform for Action contains bracketed language, introduced by the G-77, that requests "new and additional resources" to implement the Platform. Given the increasing constraints placed on the U.S. budget, we believe it is unrealistic to continue to ask governments to provide "new and additional" resources.

At past conferences, Japan and the European Union have shared the U.S. view. However, we understand that Japan and the EU can now accept the term "new and additional" -- not because they intend to increase their financial contributions, but because the exchange rate favors their currency, making their current contribution worth more in U.S. dollars than it was in the past.

In describing resources required by UN organizations to carry out their mandates, the United States should insist on the terms "adequate" or "sufficient" and "within existing resources of the regular budget of the UN."



- 5 -

In describing resources needed to implement the Platform, the United States should push for "adequate" rather than "new and additional." The United States can accept "new and additional" only if the language is consistent with (preferably identical to) the World Summit for Social Development, which recognizes that other actors--not just governments--will have to be approached for resources (as in Commitment 9(i) and paragraph 14a of the Programme of Action.

### Debt Cancellation

The draft Platform for Action contains three alternative proposals on debt relief (para 61c):

- The original text, proposed by the G-77, calls on the international financial institutions (IFIs) to cancel or substantially reduce the debt burden, or convert the debt servicing of developing countries.
- The EU text paraphrases the Social Summit language and calls on IFIs to find effective development-oriented and durable solutions to external debt problems...through the immediate implementation of the terms of debt forgiveness agreed upon in the Paris Club in December 1994.
- The text proposed by Japan calls on IFIs to continue efforts to alleviate the debt service burden.

The United States prefers the language introduced by Japan, although it is unlikely to be accepted by the G-77. The EU text paraphrases the World Summit for Social Development and the ideas presented in it are acceptable. However, rather than paraphrasing the WSSD, we would prefer to quote directly from it. (WSSD language on debt: Commitments 1(k), 7(c), 9(o), and paragraphs 10(a), 11(e), 90(a)-(f).)

The language on debt relief was a hard fought consensus at the WSSD, which took place less than six months ago. We believe it is too early to reopen the negotiations on this issue. If the Japanese alternative text is not accepted, the United States should push for the WSSD language.

### Environmental Issues

There are a few key environmental issues which remain unresolved:

We want to make sure that the Platform for Action recognizes that women who live in low income and urban areas, where there is a high concentration of polluting and industrial facilities, may face disproportionate health risks (para 247).

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The United States supports language concerning respect for and preservation of the knowledge, innovations and practices of indigenous women. A paragraph on this issue (para 110j) is already agreed to in the health section of the Platform. The United States also supports including language in the Environment Section of the Platform that reaffirms the goals established by Article 8(j) of the Convention on Biological Diversity. However the bracketed text on that issue (para 253c) goes beyond Article 8(j) by, for example, introducing a reference that might be interpreted as creating a new intellectual property right for indigenous knowledge.

On the issue of transboundary movement of hazardous and radioactive waste, the United States agrees with the EU that the language should be consistent with the Basel Convention and para 208 of the 1994 ministerial decision of the Commission on Sustainable Development.

G/CS:S B Kotok, M Curtin, E Marshall  
08/22/95 647-3129 SECl 651

Cleared by: G/CS:T Loar  
IO:S Blodgett - OK  
USUN:V Marrero - OK  
PRM/POP:E Marshall - OK  
L/HRR:D P Stewart - OK  
L/UNA:E T Bloom - OK  
NSC:ESchwartz  
EB/IFD/ODF:J Dehmlow - OK  
USUN/W:S A George - OK  
IO/SB:D Wynes - OK  
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**Talking Points/  
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**Talking Points for First Lady Hillary Rodham Clinton  
Briefing on the U.N. Fourth World Conference on Women  
June 26, 1995**

Introduction and Context

- Thank you for joining us at the White House to hear about our plans for U.S. participation in the upcoming United Nations Fourth World Conference on Women and our hopes to include women across America in the discussion of the issues. We also want to make sure that the United States plays a leadership role, as it appropriately should, both in preparation for the Conference and at the Conference itself. Your concerns and interest on these issues is well-known and respected.
- This is an important year for all women because of this upcoming international conference, but it is an especially important year for American women. Seventy-five years ago we won the right to vote, something I hope will be adequately celebrated this year so women and girls today will better understand the achievement that others secured for them. Fifty years ago at the State Department, the Women's Bureau at the Department of Labor was established and we're looking forward to marking that celebration with programs this year that particularly highlight the needs of working women. And I hope that we will be able to continue to make sure that a lot of the gains that women have been able to mark in the United States will be preserved. With all of this in mind, both in terms of our world role and our domestic one, we want the Women's Conference to be a vehicle that really does help us to promote and advance a progressive agenda on behalf of women.
- All of us have a stake in how women live in our country and around the world. The issues the conference will address are issues that women live with, talk about, and worry over. And women should be active participants in helping their societies and their family address them. These are issues about improving the status of American women with the focus on economic security, strong and healthy families, safe homes and communities, and quality education. The Conference will raise these issues to the top of agendas wherever they are considered at home and around the world.
- Our overall message will be one that focuses on women as agents of change -- active participants in helping their societies meet the challenges of this and the next century.
- But that can only be achieved if women are empowered through education and access. Empowerment and access will enable women to take their rightful place as they work in partnership with men to strengthen their families and contribute to their communities.

[You might mention your experience in South Asia and the programs you visited for women, particularly ones in which women themselves played leadership roles. Lessons to be learned.]



## U.S. PRIORITIES

- Our overall priority at the Women's Conference is to build on the commitments made at previous important UN conferences such as Nairobi, Rio, Vienna, Cairo, and Copenhagen, and to guard against any backsliding, which is always a possibility, and to try to advance the agenda.
- One of the most urgent goals for the United States is to be sure that the Conference reaffirms human rights for women. We will focus on two interrelated objectives -- preventing violence against women and legal literacy programs.
- We will also work toward a life cycle approach to health and education and focus on health concerns specific to women. This includes, of course, reproductive health, but we want the agenda to be broader than that. We want the agenda to start looking at the other health challenges women face, both as women and as mothers. Because we think that there are some very important health care issues that we need to address. Issues pertaining to cancer and its prevalence in certain populations and other illnesses predominately affecting women.
- We want to drive home the point that the most transforming investment we can make is in universal primary and secondary education, especially for girls. I remember in the work I did in education in Arkansas, and that I was privileged to work with many of you and the groups that you have founded around the country, over and over again we came back down to noticing that one of the most important criterion to the academic achievements a child would make is the level of education the child's mother had received -- not the father -- but the mother. And I think that we have to continue to stress access to education opportunities. When I was in Copenhagen, I had the privilege to announce a new USAID initiative for the education of girls and women. We will use the commitment I announced to urge other countries to make similar investments around the world.
- As we talk to American women about this Conference, we want to be listening as well. We had a remarkable report that was issued in 1994 called "Working Women Count." The Women's Bureau at the U.S. Department of Labor surveyed women and then analyzed over 250,000 responses from working women about the challenges and obstacles that they face in the workplace in balancing families and work. We learned a lot from that. We want to continue to listen as we try to understand how women can be helped to balance work and family and the opportunities they have available to them. if they take advantage of those opportunities.
- We will, on behalf of the United States, promote women's equality with men in the governmental, political, and economic decision making structures of society.
- We will also highlight and try to involve as many NGOs as possible. We believe strongly in participation by NGOs in all United Nations activities. When I was in Copenhagen, I stressed the role of NGOs, paid a visit to the Women's Caucus, and

made clear that the United States would continue to press not only the United Nations but also any host country, such as China, about ensuring that the broad range of NGOs who wished to be able to attend, would be able to.

- We also intend to move ahead, beyond this Conference, beyond rhetoric to action. In order to ensure the goals of the Conference are achieved, the Administration will develop a plan of action for domestic implementation.

#### DELEGATION TEAM

- We are putting together a very strong leadership team to head our delegation to the Women's Conference. I will serve as honorary chair. Ambassador Madeleine Albright will lead our delegation, and Under Secretary Tim Wirth will be our Alternate Chair. Marjorie Margolies Mezvinsky will be our Deputy Chair. Also, we have a number of public members who have participated in the preparatory conferences (Lynn Cutler and Veronica Biggins should be at this briefing). Finally, we have selected top-notch government representatives and others with a needed expertise and perspective have been added to the delegation.
- We cannot do this Conference right if we do not have the kind of support from the Corporate community that was essential to our success in Cairo and many other ways. So, to help us make some good things happen for women here and women around the world, we really need your help.
- Introduce Undersecretary of State for Global Affairs Tim Wirth



Reasons for White House Attendance at the  
Fourth World Conference for Women in Beijing

- o WH attendance would signal to domestic constituencies and the world this Administration's commitment to women's advancement.
- o The Conference focuses on issues affecting mainstream American women who are concerned about the quality of their work and family life. The Conference addresses women's access to the American dream: training, education, employment, personal safety.
- o WH presence at the plenary and NGO Forum would lend strong support to NGO partnership with governments at UN conferences. NGOs are an important citizen empowerment and democracy-building tool around the world. This Administration has broken new ground in involving NGOs in governance and encouraging the UN system to permit greater access for NGOs in the UN system.
- o WH could use the occasion of the conference to be a strong advocate for human rights and women's rights by making a very focused speech at the plenary of the Conference and at the NGO Forum.
- o WH attendance would demonstrate a pro-active stance to China's human rights and women's rights problems. A WH presence would signal a strong commitment to human rights. Human rights are central to the agenda of the Conference.
- o We have been working very closely with human rights groups (Amnesty International, Human Rights Watch, B'Nai B'Rith Women, International Human Rights Law Group) as we prepare for prepcoms and the Conference. Much of our input on human rights for the Platform of Action in the Vienna prepcom was drafted by these groups. We are their spokespeople at the official conference on these issues. These groups would welcome a WH presence as a validation of their efforts in the human rights arena.

produce. The United States is proud of its leadership at the ICPD that resulted in a new direction on population policy emphasizing the need to educate girls and empower women in order to slow population growth and achieve sustainable development. The Clinton Administration has pledged additional resources to ensure implementation of these goals.

- ★ This year, the World Summit for Social Development, which will be held in Copenhagen March 6-12, will be the first time heads of governments will have gathered to address the core problems of poverty, unemployment and social integration. Again, the advancement of women is an integral part of the solutions to those problems.

In addition, the U.S. delegation will work to ensure the full participation of non-governmental organizations (NGOs) in the World Conference on Women, in its deliberations and in its plans for enforcement of policies advancing women in the United States and worldwide. The public/private partnerships between government and community organizations are critical to achieving new global victories for women everywhere.

#### **KEY OBJECTIVES FOR THE U.S. AT THE WORLD CONFERENCE ON WOMEN**

Delegates from the United States are committed to providing leadership for the development of a consensus U.N. Plan of Action. Key issues include:

**The Family:** Women play a vital role in sustaining strong families worldwide. But too often, women are left to raise children on their own, without access to quality health and child care. Too many single-parent families live in poverty. Both mothers and fathers must be held accountable for [child-bearing] and child-rearing, including economic support of their children. At the same time, women deserve equal pay at work. And, at a time of falling wages, women and men need decent income and support systems at their jobs to enable them to balance work and family responsibilities. There is a need to promote healthy and enduring relationships between parents and children.

- ★ **Recent USA Successes:** In 1993, President Clinton signed the Family and Medical Leave Act, now being enforced at the federal and state levels. In addition, in 1994, new resources were put into child immunization, Head Start, family support services and child support enforcement. By 1996, every child in the United States will be immunized.

**Economic Security:** Women in the U.S. and in all parts of the world need access to decent-paying jobs, family health benefits, food, housing and education to be productive members of the modern economy. Over the last two decades, women have entered the work force in record numbers, both as employees and business owners.



However, three out of five U.S. workers earning minimum wages are women. In many countries women constitute 60 to 80 percent of the poor.

- ★ **Recent USA Successes:** The number of women starting their own businesses has more than doubled in the last 10 years. Throughout the United States, women-owned businesses have fueled economic growth and helped to keep families stable, and, in the last two years, the Small Business Administration has increased loans to women-owned business by 25 percent. New tax policies, such as the earned-income tax credit, have helped millions of working families who live just above the poverty line. President Clinton has asked Congress to raise the minimum wage to \$5.25 over the next two years.

**Equal Access to Education:** Education is a core American value. Without a good education, all Americans are acutely vulnerable to shifts in the rapidly changing global economy. There is now an international focus on equal education for girls as a critical building block for economic security. Girls and young women in the 1990s face new social and economic challenges. These challenges include conflicting and confusing pressures from their parents, peers, the media and society in general and have resulted in increasing rates of school drop outs, teenage pregnancies, under-employment and unemployment.

- ★ **Recent USA Successes:** In 1994, Congress passed comprehensive education legislation called Goals 2000. This Administration is strongly committed to full implementation of this law, which will improve our education system and ensure equal access for girls under the Gender Equity Act affecting public schools across the country.

**Violence Prevention and Issues of Personal Safety:** From battered women in the United States to millions of impoverished women living in refugee camps worldwide, women of every class, race and ethnicity are subject to violence and its aftermath. Women must have full legal and civil protections for all of their human rights, including, most importantly, protection from abuse and violence, and their voices must be heard in the resolution of conflicts. Young women who have been subjected to violence suffer harmful effects to their personal development.

- ★ **Recent USA Successes:** The Violence Against Women Act, a landmark new law passed in 1994, includes programs to curb family violence and to help its victims by providing support networks and violence prevention programs in local neighborhoods. In addition, new provisions strengthen penalties for crimes against women including rape and spousal abuse. Secretary of Defense Perry has committed additional resources to insure that all U.S. troops, including those involved in U.N. peacekeeping and humanitarian missions, are

trained in working with civilian populations that include women and children.

The Clinton Administration will be working to make sure that the World Conference on Women goes beyond rhetoric to implementation and accountability. It is time to complete our own plan of action on the issues that have been discussed and debated over the past twenty years. These issues, raised by women everywhere, deserve responsive action from their government. But more importantly, women must become full partners in the decision-making that affects their lives and families, their communities, their governments and the world.



## **"THE WORLD OF WOMEN"**

Interviews with Influential Women from Around the World

A 13-Part Radio Series (13 programs x approx. 30:00 each)

Program #13: First Lady Mrs. Hillary Rodham Clinton, USA

Produced by the Population Reference Bureau  
1875 Connecticut Avenue, NW, Suite 520 • Washington, DC 20009 • USA  
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MARLOW: WELCOME TO "THE WORLD OF WOMEN," A SERIES OF CONVERSATIONS WITH INFLUENTIAL WOMEN FROM AROUND THE WORLD ON THEIR LIFE AND TIMES. THE SERIES IS PRODUCED BY THE POPULATION REFERENCE BUREAU IN WASHINGTON, D.C.

TODAY'S GUEST IS MRS. HILLARY RODHAM CLINTON, FIRST LADY OF THE UNITED STATES OF AMERICA. MRS. CLINTON IS INTERNATIONALLY RECOGNIZED AS A LEADING ADVOCATE FOR WOMEN AND CHILDREN, ESPECIALLY FOR BETTER AND MORE ACCESSIBLE EDUCATION AND HEALTH SERVICES. SHE HAS SERVED AS FIRST LADY SINCE HER HUSBAND, PRESIDENT BILL CLINTON, WAS INAUGURATED IN JANUARY 1993.

UPON TAKING OFFICE, THE PRESIDENT APPOINTED MRS. CLINTON TO HEAD HIS TASK FORCE ON NATIONAL HEALTH CARE REFORM. IN THIS POSITION, MRS. CLINTON PLAYED AN IMPORTANT ROLE IN FOCUSING PUBLIC ATTENTION ON THE HEALTH CARE NEEDS OF WOMEN AND THEIR FAMILIES.

PRIOR TO HER POSITION IN THE WHITE HOUSE, MRS. CLINTON SPENT TWELVE YEARS AS FIRST LADY OF THE STATE OF ARKANSAS, WHERE HER HUSBAND WAS GOVERNOR. DURING THAT TIME, SHE WORKED FULL-TIME AS A PARTNER OF A LEADING LAW FIRM, CHAIRED AN EDUCATION COMMITTEE, MANAGED A HOME, AND CARED FOR HER HUSBAND AND DAUGHTER.

MRS. CLINTON WAS GRADUATED FROM WELLESLEY COLLEGE WITH HIGH HONORS AND THEN ATTENDED YALE LAW SCHOOL, WHERE SHE SERVED ON THE BOARD OF EDITORS OF THE YALE REVIEW OF LAW AND SOCIAL ACTION.

HERE NOW TO TALK WITH FIRST LADY HILLARY RODHAM CLINTON IS THE HOST OF THE PROGRAM, SHELLY CRYER.

CRYER: MRS. CLINTON, WELCOME AND THANK YOU FOR JOINING US TODAY. IN LOOKING AT YOUR DEVELOPMENT AS AN ACTIVE PUBLIC WOMAN, AT WHAT POINT IN YOUR LIFE DID YOU FIRST BECOME COMMITTED TO TRYING TO DO SOMETHING ABOUT THE NATION'S SOCIAL PROBLEMS?

CLINTON: Well, Shelly, first, thank you for having me on this series. I appreciate what you're doing and think it is very important.

I don't know quite how to answer that question, because as a child, many of the children in my neighborhood were encouraged to do things like collect money or food, work on behalf of people in nursing homes, or children in migrant labor camp. So we were always brought up with an ethos of service, and it is something that I first thought about in relation to my neighborhood and community, and then only later in relation to the entire nation.

But it has been, for me, a life-time idea of what is expected from those of us who believe, as a friend of mine, Marian Edelman, of the Children's Defense Fund, says that service is the rent we pay for living.

CRYER: HOW DID ATTENDING AN ALL-WOMAN'S COLLEGE INFLUENCE YOUR EDUCATION?

CLINTON: I think it had a profound effect in two respects. First of all, it was a totally nurturing, supportive, challenging environment in which women were encouraged to speak their minds, to assume roles and responsibilities in the classroom and in extracurricular activities, where there were no discernible restraints that were imposed on any of us.

And the other part of the experience that was so meaningful to me is that living on a campus of an all-woman's college meant that I really made some of the best friends I could have ever made in my life, because during the week, our attention was not diverted by, you know, the young men nearby, or the dating or social scene. So I think it had both an academic and a social effect for the positive.

CRYER: AND THEN WHAT THEN ATTRACTED YOU TO THE FIELD OF LAW?

CLINTON: I think that my interest in law grew out of my activism as a student while at Wellesley College. It was the time of the civil rights movement in the United States. There was a rather significant, growing protest against the Vietnam War. It was a time when there was a heightened concern about the poor in our country.

All of those issues were ones that were of significance to me personally, and I was active on campus regarding various projects that I undertook with respect to civil rights, or tutoring children, things like that. And I believed that going to law school at that time was a way of learning how our political and legal system worked, so that I could be a more effective advocate on behalf of the causes I believed in.

CRYER: YOUR FIRST JOB OUT OF LAW SCHOOL WAS WITH THE CHILDREN'S DEFENSE FUND. WHAT DID YOU LEARN ABOUT THE NEEDS OF CHILDREN AND THEIR FAMILIES?

INTON: That's right. My first job, in 1973, after I graduated from Yale, was as a staff attorney, working for the Children's Defense Fund. I had previously, during the summers in law school, worked for the predecessor organization called the Washington Research Project, which was devoted to the alleviation of poverty and the political participation of the poor. But from that grew the Children's Defense Fund, and its founder, Marian Edelman, both because she had three children of her own, and because of her belief that in order to break the cycle of poverty and to provide better opportunities for our citizens, one needed to focus on children.

I had been interested in children's issues ever since I was a child, but certainly in a more concentrated way starting in college, and then going on in law school. When I went to work for the Children's Defense Fund, one of the very first projects I was assigned to concerned the numbers of children who were not attending school for various reasons. And we actually went door to door in several communities trying to determine why children were out of school.

And I learned early on that there is a very big problem in many of our communities in translating into action at the family level, at the neighborhood level, the kinds of goals that we all hold for our children here in America. We all want our children to be healthy. We all want them to be well-educated, to be safe, to have stable environments. But so often, those desires on the part of our society are not translated into action for a myriad of reasons.

And it convinced me, as I have remained convinced, that children are the products of the values of both their families and the larger society, and parents and family members as well as others within our society, whether they be police officers, or teachers, or youth workers, or clergy, or business owners all have at least indirect responsibility for the well-being of our children.



And I feel very strongly about the responsibility we all hold, and have continued to try to fulfill that in my own life, and work to help others do as well.

CRYER: MRS. CLINTON, YOU THEN MOVED ON TO ARKANSAS, WHERE YOU WERE A PROFESSOR, A PARTNER IN A PROMINENT LAW FIRM, A MOTHER, AND A WOMAN IN ACTIVE POLITICAL LIFE. WHAT INSIGHTS DID YOU GAIN ON THE PROBLEMS WOMEN FACE DURING YOUR ARKANSAS DAYS?

CLINTON: Well, I don't know that if I really gained any new insights. I think that many of the impressions I had acquired over the years in my own schooling and my various jobs, as well as my involvement in public life, were confirmed in Arkansas, that although our country has tremendous opportunities for all of its people, including all of our women, there are still obstacles, both internally and externally, to women achieving their own full potential and defining their lives according to the choices that they believe are right for them.

So, in Arkansas, I met some extraordinary women, who had overcome rather significant obstacles to achieve success both in their personal lives as well as in the world of work, or in public life, but I saw firsthand, as I see still around our country, the difficulties that women confront in being able to obtain respect for the choices they make, whether it be a choice to become a full-time wife and mother, to be a full-time career professional without family responsibilities, or whether, as with most of us, the choice is to try to have a family and to enjoy the experiences and obligations of family life, but also to participate, either by necessity or because of a particular calling, in the world of work.

So much of what I have seen, I have seen throughout my life, including during my years in Arkansas.

CRYER: APART FROM YOUR OBVIOUS PUBLIC PROMINENCE, HOW HAS YOUR LIFE BEEN DIFFERENT FROM YOUR MOTHER'S LIFE?

CLINTON: Well, that's a good question, particularly for women of my generation, because many of our mothers, coming out of the experience of the Great Depression and the Second World War, sought with all their heart, mind and soul, to provide the best possible environment for their own children, and to encourage their children, as my mother did for my brothers and myself, to get the best possible education and to be able to feel and be well-equipped to make choices that were responsible in one's adult life.

My mother never graduated from any college. She is an extraordinarily bright and well-educated person, but she never had the opportunities through her own upbringing that she and my father made sure I and my brothers enjoyed.

She also was very encouraging of me to not only attend college, but to think about what I could do that would make my own life fulfilling, and to be as supportive as she could be of choices that were very different from hers. So in many respects, she equipped me to be able to make the kinds of decisions that I have made throughout my adult life, even though they were not within her own direct experience.

CRYER: HOW DO YOU THINK YOUR DAUGHTER'S LIFE WILL BE DIFFERENT FROM YOURS?

CLINTON: I don't have any idea, except I hope that she will feel confident enough, and well-prepared enough, that whatever she chooses to do, she will feel it is the right choice for her. I do anticipate that she will attend and graduate from college, but after that, I believe it is hard to predict. But I trust that she will feel ready to make whatever decisions she chooses.

CRYER: YOUR OWN LIFE REFLECTS THE EMERGING ROLE OF WOMEN IN AMERICAN SOCIETY OVER THE PAST FEW DECADES. IN YOUR CAREER, DO YOU FEEL YOU FACED DISCRIMINATION?

CLINTON: Well, I think that I have certainly encountered instances in which I and other women in positions comparable to mine were not treated, perhaps as they would have been had they been men attempting to achieve the same goals. I personally have seen and experienced the surprise, the shock, the disbelief, the puzzlement, on the part of people that I would want to be a lawyer, for example, want to be a trial lawyer. That I would be involved in public life. That I would take on rather daunting responsibilities, like education or health care reform.

And some of it I have not seen so much as discrimination as just a real difficulty on the part of people to expand their own horizons and get beyond their own experiences to break stereotypes about what is or is not appropriate activity on the part of a woman.

So I certainly am aware of what has occurred in the past, and which I still see, from time to time, with respect to discrimination. But I think our biggest barriers, both internally as women and externally in society is to be able to clear the field so that all women can make the choices that are right for them.

MARLOW: A REMINDER NOW THAT YOU'RE LISTENING TO "THE WORLD OF WOMEN," A SERIES OF CONVERSATIONS WITH INFLUENTIAL WOMEN FROM AROUND THE WORLD ON THEIR LIFE AND TIMES. WITH US TODAY IS MRS. HILLARY RODHAM CLINTON, FIRST LADY OF THE UNITED STATES OF AMERICA. HERE AGAIN IS THE HOST OF THE PROGRAM, SHELLY CRYER.

CRYER: MRS. CLINTON, WHAT DO YOU THINK ARE THE TWO OR THREE MOST PRESSING ISSUES FACING WOMEN IN THE UNITED STATES?

CLINTON: I think that the economy and the capacity of the economy to not only produce jobs, which we have proven, in the last two-and-a-half years, starting with my husband's economic policy in 1993, the economy can do; it can produce jobs -- now more than 6.7 million new jobs.

But unfortunately, income and the benefits that used to be taken for granted along with jobs have not kept pace. And trying to insure that every individual, and particularly ever family, has a decent standard of living in the face of downsizing and global economic competition is, I believe, the principal problem confronting both men and women.

It's particularly important for women, because many women are their sole support, either individually, or as mothers of children. And many other women are in the work force, not out of choice, but because it takes two incomes in today's economy to produce a decent standard of living for a family. There is so much stress that is related to the economic stress that Americans are living with, and that stress falls particularly heavily on women in America today.

So first, I would continue to argue, as my husband has, that we have to continue to work as hard as we know how to make our economy produce not only jobs, but jobs with good incomes and benefits. Secondly, the stresses that arise from family life and the economic pressures on families today is one issue that I think affects women much more disproportionately even than men, because women are still, despite their entry into the job market and the work place, primarily responsible for their families. And many women are working very long days.

It's almost as though we've turned the clock back and they're back to a kind of subsistence day, in which they rise early to prepare their children, and if they have a husband, their husband for the work day. They, themselves, go to work. They come home exhausted. They then prepare meals. They then do washing and



cleaning, and they fall into bed somewhere between 11:00 and midnight only to start the cycle over again at dawn.

So I know, from my conversations with women around our country, that these family stresses, which are related to the economy, are ones that weigh very heavily on women. And I think the final thing I would say is that, although women now have far more opportunities than certainly our mothers or our grandmothers ever dreamed of, there are still barriers to women's full participation, to women's being -- to women being respected for the choices that they make.

I would like to move beyond the stereotypes, whether they are gender related, or racially related, that would free up all of our people to live up to their God-given potential. And that's particularly important for women, because women still lag behind in confidence and in a feeling that they are going to be able to make good, responsible choices, and be self-sufficient.

So the economy, the stress level in American life, and the remaining obstacles to women's full participation, are three issues that I think are still unresolved for us.

CRYER: MRS. CLINTON, YOU'VE RECENTLY RETURNED FROM AN EXTENSIVE TRIP THROUGH SOUTH ASIA. HOW DO YOU EXPLAIN THE RELEVANCE OF WOMEN'S STRUGGLE ABROAD TO THE PEOPLE OF THE UNITED STATES?

CLINTON: I think that's a wonderful question, because I certainly felt that trip was a personal highlight for both me and my daughter who accompanied me. And in part it was because I saw first hand the struggles of both men and women to achieve democracy and to increase prosperity for their countries.

But I was particularly impressed by the various project I visited, which demonstrated the roles that women were assuming to take some control over their own lives. To seek out and obtain education for themselves or for, particularly, their daughters. To become borrowers from various enterprises, like SEWA in India, or the Grameen Bank in Bangladesh, so that they could create income for themselves and their families. To become participants in the political process.

And what I took away from that was not only extraordinary admiration for the courage that I saw women exhibiting in all the countries that I visited, but a sense that we in the United States have both much to be grateful for because of the blessings we have here in our country, and also much work to be done in order for us to realize our potential.

It is humbling to shake the hands, as I did, of women leaders in those countries who had paid the ultimate price for democracy, whose husbands or fathers or brothers or sons -- or mothers -- had been assassinated, who themselves had been imprisoned, or exiled, or tortured. None of the women I know in this country have paid that kind of price for their political beliefs, for their commitment to democracy, and yet we take for granted so much of what we have.

Many women don't even feel connected to the electoral process in our country. They don't feel they can make a difference. And certainly, when I saw first hand some of the poorest women in the world taking their own lives in hand so that they could make a better future for themselves, it made me want to redouble my efforts to reach as many American women as I could with the challenge that they, too, can make a difference in their own lives and the lives of their communities, and their nation.

So it was a very invigorating trip for me, with many, many lessons, and I hope many ideas about what we can do here, at home.

CRYER: HOW DID TRAVELING WITH YOUR DAUGHTER ALTER THE EXPERIENCE OF THE TRIP FOR YOU?

LINTON: Well, it was just the very best trip I have ever had, because having her with me enabled me to experience doubly everything we were seeing and doing. Firsthand, of course, but through her eyes. And she had so much curiosity about the places we visited, and the people we met that it kept everything fresh and so exciting -- not only for me, but I think others on the trip as well.

At one point, I said I wished I could have had every American teenager with me on that trip, because it certainly opened her eyes, and gave her a new appreciation, both of her opportunities here in this country, but also of her responsibilities because of those opportunities.

CRYER: MRS. CLINTON, YOU HAVE BEEN VERY ACTIVE IN WORKING TO DEVELOP HEALTH CARE POLICY IN THE UNITED STATES, AND HEADED THE PRESIDENT'S TASK FORCE ON NATIONAL HEALTH CARE REFORM. THROUGHOUT THE PUBLIC DEBATES, YOU SERVED AS A STRONG ADVOCATE FOR REPRODUCTIVE HEALTH. WHY DO YOU BELIEVE REPRODUCTIVE HEALTH IS SO IMPORTANT TO WOMEN?

CLINTON: Well, I think for several reasons. It is part of a woman's health. It is part of the cycle of development and life, and it is an important part of the well-being of women. It is also important that women know as much as possible about reproductive health so that they can make good decisions about their own fertility and about any problems that they might encounter.

I feel very strongly that information is power, and information about one's health, about healthy development, whether it is reproductive health or any other part of the life cycle, should be made available as broadly and deeply as possible. And one of the goals we had for health-care reform was to make available information about reproductive health more widely than it is now, so that we would have people, particularly women, making good, responsible decisions. And I still think that that is in, not only the interests of women, but in the interests of our entire society.

CRYER: MRS. CLINTON, WE ARE QUICKLY APPROACHING THE UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN. WHAT DO YOU HOPE WILL COME OUT OF THIS CONFERENCE?

CLINTON: I would very much like to see some kind of consensus as to those steps which could be taken by women anywhere in the world that would promote a better quality of life. I would like to see the United Nations conference come down very strongly in favor of educational opportunities for women, of very broadly accessible health care services for women, of the full political participation of women, of the extension of credit -- including micro-credit and more extensive lending to women in every country.

The problems between countries with relation to their stage of development are such that different strategies have to be employed. But I think there is a fundamental need to recommit ourselves to the basic human rights of all women, to the advancement of an agenda of health, education, welfare, and political participation, as well as economic self-sufficiency that, taken in slightly different approaches, can be applied to women throughout the world.

I hope we do not see any ideological battles, any rhetorical battles between people representing their nations, or different points of view, that detract from our common commitment to advancing the cause of women's development around the world. And I'm hopeful that we will see something emerge that could be used



as an organizing tool to bring about the changes that I think the vast majority of people in the world could agree need to be undertaken.

CRYER: ONE OF THE CRITICISMS THAT IS LEVELED AGAINST WOMEN'S RIGHTS MOVEMENTS IN GENERAL, AND THE BEIJING CONFERENCE IN PARTICULAR, IS THAT WOMEN'S EMPOWERMENT UNDERMINES FAMILIES. HOW DO YOU RESPOND TO THIS TYPE OF CRITICISM?

CLINTON: Well, I think the criticism is ideologically based, but not based in fact. If one looks at the quality of life in countries where women are given the tools of opportunity, there is a higher standard of living, people are healthier, indices of misery in terms of absolute poverty or infant mortality or disease are lower.

I think the evidence speaks for itself, that the best investment any nation can make is in the education and well-being of its women and girls.

Now, I know that there are different cultural attitudes with respect to the appropriate role women should play in particular societies, but I find it very hard to accept that providing decent health care, educational opportunity, some basis for self-sufficiency in the case of need could ever be considered undermining a family when we know that women do most of the work in the world, have the responsibility for raising children, and are the backbone of the vast majority of families throughout the world. Families will be better off when women are better off, and I think that should be the message of the Beijing Conference. *Wang*

CRYER: MRS. CLINTON, WE HAVE JUST ABOUT ONE MINUTE LEFT. YOU SERVE AS A ROLE MODEL FOR MILLIONS OF WOMEN AROUND THE WORLD. WHO HAVE BEEN SOME OF YOUR MOST IMPORTANT ROLE MODELS?

CLINTON: Well, I learn about new role models every day. Certainly, my own mother and the women who taught me and helped me along my own life's path are my primary role models, but I think a lot, for example, living in the White House, of Eleanor Roosevelt, who broke new ground and never let anyone forget that it is a privilege to be able to serve people, and that women have a particular opportunity to try to speak out on behalf on those amongst us who are vulnerable.

One of Mrs. Roosevelt's favorite sayings about political action was that she thought part of the role of a person in public life should be to comfort the afflicted and to afflict the comfortable, and I think that made a lot of sense in her time, and it makes sense today. All of us can do better to further the goals of a humane and just society, and that's what I hope we do.

CRYER: MRS. CLINTON, THANK YOU SO MUCH FOR JOINING US TODAY.

MARLOW: YOU HAVE BEEN LISTENING TO "THE WORLD OF WOMEN," A SERIES OF CONVERSATIONS WITH INFLUENTIAL WOMEN FROM AROUND THE WORLD ON THEIR LIFE AND TIMES. WITH US TODAY HAS BEEN MRS. HILLARY RODHMAN CLINTON, FIRST LADY OF THE UNITED STATES OF AMERICA. "THE WORLD OF WOMEN" WAS BROUGHT TO YOU BY THE POPULATION REFERENCE BUREAU IN WASHINGTON, D.C. THE HOST FOR THE PROGRAM IS SHELLY CRYER. THIS IS MIKE MARLOW. THANK YOU FOR JOINING US FOR "THE WORLD OF WOMEN."

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## From Cairo to Copenhagen and Beijing:

### Themes and Emphases

The road that began in Rio and continued in Vienna wends its way to Cairo, Copenhagen and Beijing in the next 18 months. Although each major world event held in these five cities is singular, common threads are evident. Each event requires independent analysis and public affairs treatment, yet the commonalities also merit emphasis in information and exchange activities, e.g.:

- o Supporting Sustainable Development (highlighted at the 1992 Rio International Conference on Environment and Development, particularly in "Agenda 21.")

Centrally involves the sustainable use of natural resources and protection of the global ecology to promote the well-being of future generations. Sustainable development also involves combatting poverty, reducing wasteful consumption, improving urban conditions.

Democratic governance, education and public awareness are necessary for sustainable development, as is the full and equal participation "...of all relevant groups, including women, youth, indigenous people and their communities, non-governmental organizations, farmers, local authorities, trade unions, business and industry and the science and technology community." (Agenda 21)

- o Advancing Human Rights and Democratization (Re-confirming the Vienna 1993 World Conference on Human Rights.)

The universality of basic human rights was confirmed in the Vienna document as well as recognition of the importance of democratic institutions and the importance of development.

- o Building Global Consensus and a Comprehensive Plan of Action regarding Population and Development (The goal of the September 5-13 International Conference on Population and Development in Cairo.)

Involves broadening family planning services, improved health care, particularly for women and children, equal education, empowerment of women and equal economic opportunity, greater involvement of men in family choices and responsibilities, and greater involvement of women in designing and carrying out sustainable development strategies and programs. As Under Secretary of State Tim Wirth said recently, "...At Cairo, we can forge the necessary consensus around the goals of human rights, gender equality, environmental protection, economic and social justice...." (March 30 speech.)



o Alleviating and Reducing Poverty, Expanding Employment and Enhancing Social Integration (Goals of the March 1995 Copenhagen World Summit for Social Development.)

These three mutually related goals rest on the convergence of economics, sustainable development strategies and social and humanitarian goals. Seeks to free the creative energy and strengths of individuals and communities, as stated in an early U.S. statement on the Summit: ".... Whether in our domestic programs or in our foreign aid programs, the emphasis now is on building indigenous capacity, enhancing participation, decentralization, and the empowerment of communities and individuals."

o Fostering the Advancement of Women and Their Contribution to Global Peace, Prosperity and Human Freedom (the central concern of the Fourth World Conference on Women: Action for Equality, Development and Peace," in Beijing in September, 1995.)

Addressing the full range of concerns that relate to the empowerment of women in social, political and economic terms, the Beijing Conference deals directly with the unifying thread of the four preceding major global events, both retrospectively and in setting an agenda and goals for future action. "What I would like to emphasize .. is the fact that advancing the roles and rights of women is a critical common thread that must be woven through the recommendations and implementation of our goals from Rio, Vienna, Cairo, Copenhagen and Beijing. Achievement of gender equality is essential in its own right. But I also believe that sustainable development cannot be realized without the full engagement and complete empowerment of women." (Tim Wirth March 30 speech:)

## U.N. DECADE FOR WOMEN: EQUALITY, DEVELOPMENT AND PEACE

The General Assembly endorsed the Mexico City Plan of Action in December, 1975 and proclaimed 1976-1985 as the U.N. Decade for Women: Equality, Development and Peace. It called for a mid-decade conference in 1980 and added three sub-themes: employment, health, and education.

During the first half of the decade the International Research and Training Institute for the Advancement of Women (INSTRAW) and the U.N. Voluntary Fund for the Decade of Women were created. Now called UNIFEM, the latter has an annual budget of about \$12 million and provides direct financial and technical support to low income women's groups in developing countries.

The most widely quoted statistics to come out of the research conducted during the first half of the decade contained the ILO's sobering, yet galvanizing, revelations that:

While women represent 50% of the world population and one-third of the official labor force, they perform nearly two-thirds of all working hours, receive only one-tenth of the world income and own less than 1% of world property.

The mid-decade conference in 1980 in Copenhagen drew 1,326 delegates from 145 states. Another 8,000 women attended the NGO Forum. The Copenhagen conference adopted **A World Programme of Action**. It called for women's participation in politics and decision-making, and for the elimination of discrimination in law and policy. It encouraged governments and international institutions to conduct more research and to collect gender disaggregated data.

The Decade for Women ended with the U.N. World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace held in Nairobi, Kenya. The conference drew 1,400 delegates from 157 nations. The NGO Forum drew an estimated 14,000, 60% of them women from developing countries.

The conference adopted a plan of action for 1986 - 2000, the **Nairobi Forward Looking Strategies for the Advancement of Women**. The Strategies validated the goals and objectives of the earlier Mexico City and Copenhagen documents, and indicated concrete measures to overcome obstacles to their achievement, especially in light of the worsening world economic situation that was slowing women's advancement as well as setting them back.



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**Conference Issue Papers/  
Negotiation Instructions**

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## HUMAN RIGHTS TERMINOLOGY IN THE PLATFORM FOR ACTION

Note: The following are some terms commonly used in discussing human rights as well as some language which is bracketed in the draft Platform because it alters the commonly accepted language in a way which may undermine human rights. If you have further questions, please ask a member of the human rights team.

### The Universal Nature of Human Rights

--The U.S. believes that the words "human rights" should generally not be preceded by qualifiers such as "universal," "universally recognized," "international," or "internationally recognized." In general, these terms could be used by some to limit the universality of human rights, which was re-affirmed in Vienna. For example, a reference to "all universal human rights," could be misinterpreted to imply that some human rights are NOT universal--perhaps because they are not universally respected or applied.

--Generally, if necessary to have a qualifier, the term "internationally recognized" would be preferable to "universal" because the rights referred to are, in fact, recognized in international declarations or conventions, even if not all countries uphold human rights or have signed on to a given convention.

--It is because of these kinds of problems that the US generally prefers to refer simply to "human rights" or "human rights and fundamental freedoms." That is the language of the Universal Declaration and the UN Charter.

--Our goal is to ensure that seemingly minor word changes do not open the door for those who do not uphold rights to assert that they have no obligation to do so. Keeping the language simply "human rights" is generally the best.

### "Basic" Human Rights

--As with the term "universal," the U.S. prefers to avoid describing any human right as a "basic" human right, simply because it may raise the issue of which human rights are "basic" and which are not.

### Human Dignity vs. the "Innate" Dignity of Women

--The concept of human dignity is elemental to the concepts of human rights. The Universal Declaration of Human Rights and the UN Charter assert "faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women..."



--In the Platform for Action, however, there were proposals to discuss the "innate dignity of women." The US does not support use of this phrase because it can be seen to imply a different (and therefore unequal) kind of dignity for women. The US position is to refer always to "human dignity" or "the dignity and worth of the human person."

### Equality vs. Equity

--As noted above, the concept of "equality between men and women" was included in the Universal Declaration of Human Rights, and is one of the themes of the Fourth World Conference on women.

--However, there were efforts to introduce terminology which would undermine this concept.

--Iran proposed that the document refer in many places to the need for "equity" rather than or in addition to "equality." Iran proposed this language based on its view that men and women have defined roles which are not based on equality between the sexes. It believes that discrimination on the basis of sex is and can be "equitable." The US strongly believes that "equality" should be used alone in most cases, especially when referring to legal equality or equal opportunity.

--Another delegation sought to include terminology referring to the "fundamental" equality between men and women. Again, the US believes that this implies that women and men are only equal within their own spheres. We support use of simply the word "equality."

### The Human Rights of Women vs. Women's Human Rights

--In talking about human rights, the US and all other delegations have agreed that the preferred terminology is "the human rights of women" rather than "women's human rights." This formulation makes clear that the human rights under discussion are not particular to women, but are universal in nature.



304 Pennsylvania Avenue SE • Washington DC 20003  
Phone (202)544-0200 • Fax (202)546-7142

September 1, 1995

The First Lady Hillary Rodham Clinton  
Office of the First Lady  
The White House  
Washington, DC 20500

Dear Mrs. Clinton:

No one who attends the Fourth UN World Conference on Women will have a louder or more influential voice than you will. As First Lady of the United States, you will be listened to closely by both governments and the worldwide NGO community. This means that should you fail to address several critical issues, your silence will speak volumes, as well. We beg you not to remain silent on the state of women's human rights everywhere in the world.

If you are to be a forceful advocate for the rights of women, you must be prepared to name the governments which violate women's rights or which fail to take action to prevent the full range of abuses against women. We understand that your primary task is to address women's rights issues and not China's overall human rights record. But you cannot afford to be silent on the issue of violations against Chinese and Tibetan women. The government of China could interpret your silence as condoning the brutal treatment of women such as its forced abortion and sterilization program.

Furthermore, during the preparation for the conference, the Chinese government conducted "Public Order" sweeps, which included sixteen executions and numerous detentions. One such case of detention is Ding Zilin, a university professor and her husband Jiang Peikun. They were accused of "economic irregularities". We have adopted them as Prisoners of Conscience, and are demanding their immediate and unconditional release. Please add your voice to this appeal.

When people are executed or imprisoned so that a UN conference can take place, it should not be the responsibility of Amnesty International and other human rights groups alone to protest. You must not remain mute when victims of human rights violations have paid such a price.

Amnesty International is an independent worldwide movement working impartially for the release of all prisoners of conscience, fair and prompt trials for political prisoners and an end to torture and executions. It is funded by donations from its members and supporters throughout the world.

CHAIR, BOARD OF DIRECTORS  
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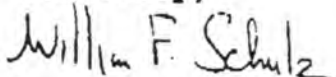


If this conference is to be a success, it is imperative that governments leave Beijing having committed to take real and measurable action to improve the human rights of women. Specifically, we need your voice to demand that governments conclude the conference with:

- a commitment to reaffirm and build on their previous commitments to the universality and indivisibility of the human rights of women.
- a commitment to take action on state violence against women.
- a commitment to tackle human rights violations of women in armed conflict.
- a commitment to fulfill their international obligations to end human rights violations occurring in the private sphere and in communities.
- a commitment to protect women activists.

Speak, Mrs. Clinton, speak! We wish you success in these endeavors.

Sincerely,



William F. Schulz  
Executive Director

Human Rights Terminology  
Drafted by: G/CS:MTCurtin  
SEC3 173 8/21/95 x7-3129

Cleared by: L/HRR:DStewart  
DRL/MLA:THushek



April 7, 1995 11:30AM

Gender Talking Points for US Delegation

- o Gender is a commonly used sociological term that has been conventionally used in UN documents since the 1970's. The term "gender" is not defined in the current draft documents of the CSW or FWCW because it is used in its conventional usage.
- o Gender signifies that the socio-economic impacts being discussed are evaluated relative to their differing effects on men and women.
- o Within the Platform for Action, "gender" is used in analyzing socio-economic data, with gender sensitivity training for persons assisting girls who have been victims of abuse and violence, gender balance when discussing male/female representation on appointed committees, etc.
- o We have heard that some text, not connected with the CSW or the FWCW, has defined the term "gender" to include sexual orientation. We have not seen this text. Such a definition is not the way the term is used in the CSW/FWCW text. This is not the way the USG is using the term "gender" in the text.
- o We support the decision of the Chair made on April 6 that a blanket bracketing of "gender" throughout the text is not a productive way to move the document forward.
- o Our understanding is that where a working group put brackets on specific uses of gender, these brackets will remain.
- o On April 7, the Bureau decided to set up an ambassadorial-level contact group to begin work no later than May 15 in New York to address the use of "gender" in the CSW/FWCW text. The Ambassador from Namibia will chair it.



United States Department of State

Washington, D.C. 20520

June 6, 1995

Fourth World Conference on Women  
Gender Consultations

- o The National Review article contains false information.
- o The US is not seeking to redefine gender in any way. When the issue of gender was first raised at the UN, the State Department went on record to support the conventional and traditional usage of the word.
- o No country at the UN is seeking to redefine the term gender to encompass five genders.
- o During the March/April 1995 Preparatory Conference for the UN's upcoming Fourth World Conference on Women, Honduras with support from Guatemala and Benin and later several other delegations, sought clarification of the word's meaning apparently based on false rumors circulating that this commonly-used word was somehow a cover for promoting a radical notion of "five genders."
- o The US position is that gender is a commonly used term in sociological analysis that has been conventionally used in UN documents since the 1970s. In its adjectival form, it is commonly paired with other words such as gender-disaggregated statistics, gender analysis, and gender gap. When used in this manner, it signifies that the socio-economic action or policies under discussion are being evaluated relative to their differing impacts on men and women. These are analytical constructs that enable policymakers to understand that practices or policy actions may impact differently on men and women. Common uses for such analyses include the demonstration of salary differentials between men and women or studying longevity differences.
- o The discussion of the word gender is not a North/South issue. One of the first countries to object to Honduras' intervention was Indonesia, who made a detailed objection citing its common usage within the UN system and internationally.
- o In May, there were two meetings of a UN-based contact group of interested delegate to resolve the issue.
- o Chaired by Selma Ashipala of Namibia, the group reached consensus (with the exception of Guatemala) and adopted the attached statement on May 31.





**INTERNATIONAL CONFERENCE ON POPULATION AND DEVELOPMENT**  
**CONSENSUS ON**  
**REPRODUCTIVE HEALTH, REPRODUCTIVE RIGHTS AND UNSAFE ABORTION**

The International Conference on Population and Development (ICPD) was a major success, with 180 nations endorsing a comprehensive new strategy, embodied in the Program of Action, for stabilizing world population growth and promoting sustainable development. At the ICPD, held in Cairo last September, governmental and non-governmental participants worked together to craft a Program of Action which, among other things, calls for universal access to good quality reproductive health care services, including safe, effective, voluntary family planning; the empowerment of women and their full involvement in all aspects of population programs and policies; expanded access to education and health care services; increased responsibility of men in sexual and reproductive health and childrearing; and reduction of wasteful resource consumption.

The ICPD was historic for two principal reasons: the new direction of population policies, focusing on people's needs -- rather than simply demographic targets; and consensus on a broad range of difficult issues, in particular, defining reproductive health and reproductive rights and how to address the public health issue of unsafe abortions, which constitute nearly half of the 50 to 60 million abortions performed each year around the world. Reaching consensus on these issues required thorough and considered discussions to ensure that the interests and concerns of all nations were addressed.

No new rights were created at the ICPD. No country is required to change its laws. The Program of Action is a template for how to have successful programs which create the circumstances in which voluntary decisions about family size can be made.

The ICPD Program of Action contains 16 chapters addressing components of population related development policies: Preamble; Principles; Interrelationships Between Population, Sustained Economic Growth and Sustainable Development; Gender Equality, Equity and Empowerment of Women; The Family, Its Roles, Rights, Composition and Structure; Population Growth and Structure; Reproductive Rights and Reproductive Health; Health, Morbidity and Mortality; Population Distribution, Urbanization and Internal Migration; International Migration; Population, Development and Education; Technology, Research and Development; National Action; International Cooperation; Partnership with the Non-Governmental Sector; and Follow-up to the Conference.

Text from the ICPD Program of Action

### Principles for Implementation

Chapter II introduction: The implementation of the recommendations contained in the Program of Action is 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.

### Reproductive Health

7.2: 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 related 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. Implicit in this last condition are the right of men and women 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. In line with the above definition of reproductive health, reproductive health care is defined as the constellation of methods, techniques and services that contribute to reproductive health and well-being by preventing and solving reproductive health problems. It also includes sexual health, the purpose of which is the enhancement of life and personal relations, and not merely counselling and care related to reproduction and sexually transmitted diseases.

Note: After achieving consensus on this language, the terms reproductive and sexual health are used where appropriate in the Program of Action.

7.3: Bearing in mind the above definition, reproductive rights embrace certain human rights that are already recognized in national laws, international human rights documents and other consensus documents. These 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. In the exercise of this right, they should take into account the needs of their living and future children and their responsibilities towards the community. The promotion of the responsible exercise of these rights for all people should be the fundamental basis for government- and community-supported policies and programs in the area of reproductive health, including family planning. As part of their commitment, full attention should be given to the promotion of mutually respectful and equitable gender relations and particularly to meeting the educational and service needs of adolescents to enable them to deal in a positive and responsible way with their sexuality. Reproductive health eludes many of the world's people because of such factors as: inadequate levels of knowledge about human sexuality and inappropriate or poor-quality reproductive health information and services; the prevalence of high levels of poverty and discrimination against women; and the lack of access to reproductive health services. 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 related 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. Implicit in this last condition are the right of men and women 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. In line with the above definition of reproductive health, reproductive health care is defined as the constellation of methods, techniques and services that contribute to reproductive health and well-being by preventing and solving reproductive health problems. It also includes sexual health, the purpose of which is the enhancement of life and personal relations, and not merely counselling and care related to reproduction and sexually transmitted diseases.



### Reproductive Rights

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Note: This is the only paragraph in the Program of Action which includes the term reproductive rights.

### Unsafe Abortion

8.25: 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<sup>1</sup> 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 counseling. 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 counseling, education and family-planning services should be offered promptly, which will also help to avoid repeat abortions.

Note: The only other references to abortion in the ICPD Program of Action are:

7.44a: To address adolescent sexual and reproductive health issues, including unwanted pregnancy, unsafe abortion, and sexually transmitted diseases, including HIV/AIDS, through the promotion of responsible and healthy reproductive and sexual behavior, including voluntary abstinence, and the provision of appropriate services and counseling specifically suitable for that age group;

8.19: ...However, a significant proportion of the abortions carried out are self-induced or otherwise unsafe, leading to a large fraction of maternal deaths or to permanent injury to the women involved...

8.20a: To promote women's health and safe motherhood; to achieve a rapid and substantial reduction in maternal morbidity and mortality and reduce the differences observed between developing and developed countries and within countries. On the basis of a commitment to women's health and well-being, to reduce greatly the number of deaths and morbidity from unsafe abortion<sup>1</sup>.

12.17: Since unsafe abortion<sup>1</sup> is a major threat to the health and lives 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 abortion and post-abortion care.

13.14b: In the basic reproductive health services component – information and routine services for prenatal, normal and safe delivery and post-natal care; abortion (as specified in paragraph 8.25); information, education and communication about reproductive health, including sexually transmitted diseases, human sexuality and responsible parenthood, and against harmful practices; adequate counselling; diagnosis and treatment for sexually transmitted diseases and other reproductive tract infections, as feasible; prevention of infertility and appropriate treatment, where feasible; and referrals, education and counselling services for sexually transmitted diseases, including HIV/AIDS, and for pregnancy and delivery complications.

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<sup>1</sup> unsafe abortion is defined as a procedure for terminating an unwanted pregnancy either by persons lacking the necessary skills or in an environment lacking the minimal medical standards or both (based on World Health Organization, The Prevention and Management of Unsafe Abortion, Report of a Technical Working Group, Geneva, April 1992 (WHO/MSM/92.5)).



# CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN (CEDAW)

"VIOLENCE AND DISCRIMINATION AGAINST WOMEN DON'T JUST VICTIMIZE INDIVIDUALS; THEY HOLD BACK WHOLE SOCIETIES ... GUARANTEEING HUMAN RIGHTS IS A MORAL IMPERATIVE WITH RESPECT TO BOTH WOMEN AND MEN. IT IS ALSO AN INVESTMENT IN MAKING WHOLE NATIONS STRONGER, FAIRER, AND BETTER."

U.S. Secretary of State Warren Christopher  
from an address in the World Conference on Human Rights, Vienna, Austria, 1993.

## BACKGROUND

On December 18, 1979, the United Nations adopted the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). The Convention was the culmination of more than thirty years of work by the United Nations Commission on the Status of Women, a body established in 1946 to monitor the situation of women world wide and to promote women's rights.

Until 1979, when the General Assembly adopted CEDAW, there was no legally binding convention that took an international view of a woman's rights within the family and within the political, economic and social life of her country.

## CURRENT STATUS

As of January 1994, 131 countries had ratified the Convention.

The United States was active in the drafting of the Convention and signed it July 17, 1980. It was transmitted to the Senate Foreign Relations Committee in November of 1980. In the summer of 1990, the Senate Foreign Relations Committee held hearings on the Convention. At that time, the State Department testified it was not prepared with a legal analysis of the Convention to determine how it comports with U.S. law.

In the spring of 1993, a letter signed by sixty-eight members of the Senate was sent to President Bill Clinton asking him to take the necessary steps to ratify CEDAW. In June of 1993, Secretary of State Warren Christopher announced at the World Conference on Human Rights in Vienna that the Administration would move on CEDAW and other human rights treaties.

FOR ADDITIONAL INFORMATION, CONTACT THE WORKING GROUP ON RATIFICATION OF CEDAW, C/O AILEEN COOPER, B'NAI B'RITH WOMEN, 1828 L STREET, N.W., SUITE 250, WASHINGTON, D.C. 20036. TELEPHONE (202) 857-1370

Senator Claiborne Pell (D-RJ), chairman of the Senate Foreign Relations Committee, has made public his desire to move CEDAW to the floor of the Senate for a vote as soon as is feasible after receiving the State Department report.

Sixty-seven "yes" votes are required for the Senate to consent to ratification. Action by the House of Representatives is not required for international treaty ratification.

## **IMPORTANCE OF U.S. RATIFICATION**

The Convention reinforces the definition of discrimination against women so that those who would discriminate on the basis of sex can no longer claim that no clear definition exists.

Many women in other parts of the world lack basic legal rights or protection of their rights under the law. The cry that women's rights are human rights originates from consideration of the plight of these women. As a leading advocate for human rights, the United States has an interest in helping improve conditions for these women. Yet, as one of the few nations that has failed to ratify the Women's Convention, the United States compromises its credibility and persuasiveness as a force for human rights for women. The fact that the United States was heavily involved in the drafting of CEDAW also lends weight to its obligation to ratify.

Ratification of the Convention is called for in the concluding documents of the Vienna/Helsinki agreements of the Commission on Security and Cooperation in Europe (CSCE). The United States was a signatory of CSCE and should comply with its provisions.

U.S. ratification means that the United States can join the United Nations Committee on the Elimination of Discrimination (CEDAW), which monitors reports of progress in treatment of women from the countries that have ratified CEDAW.

## **TREATY SYNTHESIS**

**ARTICLE 1** defines discrimination against women as any distinction or restriction made on the basis of sex which has the effect or purpose of impairing the recognition, enjoyment or exercise of human rights.

**ARTICLE 2** mandates States Parties to condemn discrimination in all its forms and to ensure that national legal frameworks embody the principles of equality between men and women.

**ARTICLE 3** mandates ratifying countries to guarantee women their basic human rights.

**ARTICLE 4** directs ratifying countries to initiate special measures to accelerate women's equality.

**ARTICLE 5** states that family education should include a proper understanding of maternity and that both men and women play a role in the upbringing of children.



**ARTICLE 6** mandates ratifying countries to initiate measures that will suppress all forms of traffic in women and exploitation of women through prostitution.

**ARTICLE 7** outlines the rights of women in political and public life, including the right to vote in elections, to participate in the formulation of government policy, to hold office and to participate in non-governmental organizations concerned with the political life of the country.

**ARTICLE 8** requires that women have the opportunity to represent their governments at the international level.

**ARTICLE 9** mandates that women will have equal rights to acquire, change or retain their nationality and that of their children.

**ARTICLE 10** outlines equal rights in career and vocational guidance, choice of curricula, scholarships and study grants, and continuing education.

**ARTICLE 11** outlines equal rights in employment including equal opportunities, free choice of employment and professional training, equal remuneration, health benefits, and evaluation of work.

**ARTICLE 12** mandates equal access to health care services.

**ARTICLE 13** states that women shall have, on an equal basis with men, the following rights: bank loans, mortgages and other forms of financial credit and participation in recreational activities, sports and all aspects of cultural life.

**ARTICLE 14** focuses on the particular problems faced by rural women including access to health care, access to training and education, and access to credit and loans.

**ARTICLE 15** requires that women have equal treatment before the law including the right to make contracts and be free to choose their residence and domicile.

**ARTICLE 16** mandates that women have equal rights with men in matters relating to family and marriage including the right to choose a spouse, and the right to ownership of property.

**ARTICLE 17** calls for the establishment of the Committee on the Elimination of Discrimination Against Women (CEDAW) which will evaluate progress made in implementation of the Convention.

**ARTICLE 18** establishes a schedule of reporting on progress by ratifying countries.

**ARTICLE 19** establishes a term of two years for officers of CEDAW.

**ARTICLE 20** establishes a cycle of meetings to review reports of ratifying countries.

**ARTICLE 21** directs CEDAW to make general recommendations based on reports.

**ARTICLE 22** allows for specialized agencies to submit reports that fall within the scope of their activities.

ARTICLES 23 - 30 detail administration of the Convention.

## ORGANIZATIONS THAT HAVE ENDORSED THE CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

American Association of Retired Persons  
American Association of University Women  
American Bar Association  
Americans for Democratic Action  
American Federation of Teachers  
American Jewish Committee  
American Jewish Congress  
American Medical Women's Association  
American Nurses Association  
American Psychiatric Association  
American Veterans Committee  
Amit Women  
Amnesty International  
Anti-Defamation League of B'nai B'rith  
Association for Women in Psychology  
Association for Women in Science  
Black Women's Agenda  
B'nai B'rith International  
B'nai B'rith Women  
Center for Policy Alternatives ~  
(Women's Economic Justice Center)  
Church Women United  
Committee For International  
Human Rights Inquiry  
Episcopal Church, USA  
Evangelical Lutheran Church in America  
Emanah Women  
Federally Employed Women  
Gray Panthers  
Hadassah  
Lawyers Committee for Human Rights  
Leadership Conference on Civil Rights  
League of Women Voters of the USA  
Na'amat USA  
National Assembly of Religious Women  
National Association of Commissions  
for Women  
National Association of Social Workers  
National Association of Women Judges  
National Association of Women Lawyers  
National Black Women's Health Project  
National Board of the YWCA of the USA  
National Coalition of 100 Black Women  
National Conference of Christians and Jews  
National Council of the Churches of Christ  
in the USA

National Council of Jewish Women  
National Education Association  
National Federation of Business and  
Professional Women's Clubs  
National Federation of Temple Sisterhoods  
National Hook-up of Black Women, Inc.  
National Ladies Auxiliary, Jewish War Veterans  
National Jewish Community Relations  
Advisory Council  
National Lawyers Guild  
National Organization For Women (NOW)  
NOW Legal Defense and Education Fund  
National Spiritual Assembly of Baha'is  
of the United States  
National Women's Conference Committee  
National Women's Political Caucus  
National Women's Studies Association  
Organization of Pan-Asian American Women  
Planned Parenthood Federation of America  
United Presbyterian Church (U.S.A.)  
Society for the Advancement of Women's  
Health Research  
Soroptimist International  
St. Joan's Alliance  
Unitarian Universalist Service Committee  
Unitarian Universalist Association  
of Congregations  
United Church of Christ  
United Methodist Church  
United Nations Association of the United States  
United States Conference of Mayors  
Wider Opportunities for Women  
The Women Activist Fund, Inc.  
Women for International Peace and Arbitration  
Women's Action Alliance, Inc.  
Women's American ORT  
Women's Branch, Union of Orthodox Jewish  
Congregations of America  
Women's International League for  
Peace and Freedom  
Women's International Public Health Network  
Women's League for Conservative Judaism  
Women's Legal Defense Fund  
Women's Action for New Directions  
World Federalist Association  
Zonta International



THE SECRETARY OF STATE  
WASHINGTON

September 13, 1994

Dear Mr. Chairman:

On behalf of the President, I am writing to convey the Administration's strong support for prompt ratification of the Convention on the Elimination of All Forms of Discrimination Against Women.

As you are aware, this important human rights treaty has been pending before the Senate since 1980, when the United States signed it. Despite the expression of strong support for ratification by a wide spectrum of the non-governmental community at several Congressional hearings, prior Administrations did not embrace the Convention. Consequently the process of ratification has languished. Over 130 States are now parties to the Convention; the United States is not. It is time to remedy this situation.

The Clinton Administration has placed particular emphasis on the protection and advancement of women's rights in the international community. We strongly supported inclusion of provisions on women's rights in the Vienna Declaration and Program of Action adopted at the Second World Conference on Human Rights last summer. We have taken steps to incorporate women's concerns into U.S. assistance programs, refugee programs, and population policy. We are funding projects around the world to assist women's groups and promote women's rights, ranging from expanding literacy (including literacy in legal matters) and promoting health care to protecting refugee women. Working closely with the United Nations, we are promoting the systematic integration of women's issues into UN programs, the training of UN personnel to ensure sensitivity and competence in addressing gender-based abuses, and the appointment of more women to positions of responsibility in the UN. We strongly supported the appointment of a Special Rapporteur on Violence Against Women at the last session of the

The Honorable  
Claiborne Pell,  
Chairman,  
Committee on Foreign Relations,  
United States Senate.

UN Human Rights Commission. Another top priority is to ensure that the War Crimes Tribunal investigating the former Yugoslavia addresses the systematic rape of women as an instrument of ethnic cleansing.

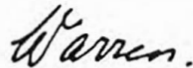
Ratification of the Convention at this time would serve both to underscore our commitment to women's rights and to enhance our ability to protect and promote those rights internationally. With the Fourth World Conference on Women impending, it is in the U.S. interest to ratify this treaty promptly, since we are the only country in the Western Hemisphere which has not. In particular, participation by the United States in the work of the Committee on the Elimination of Discrimination Against Women, which oversees implementation of the treaty by States Parties, would provide an opportunity for the United States to play an even more active and effective role in the articulation and advancement of the principles of non-discrimination and equality for women around the world.

These principles find clear expression, of course, in our own domestic law. At both the federal and state levels, current U.S. law provides strong guarantees of equal protection, as well as effective protections against discriminatory conduct. As a result, our law largely complies with the requirements of the Convention. Ratification can therefore be premised on a relatively small number of reservations, understandings and declarations. They are set forth in the enclosed list.

To assist the Committee in its consideration of these proposals, I am enclosing a detailed memorandum analyzing the requirements of the Convention in relation to the relevant provisions of current U.S. law and explaining the reasoning behind each of the proposed reservations, understandings and declarations.

On behalf of the President, I urge the Senate to give its advice and consent to ratification of this important human rights treaty.

Sincerely,



Warren Christopher

Enclosures:

1. Proposed Reservations, Understandings and Declarations
2. Analysis of the Convention



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## **Clinton Presidential Records Digital Records Marker**

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**Draft Platform  
Of Action**

Divider Title: \_\_\_\_\_

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*Incorporating the results of the  
informal consultations found in  
document A/CONF.177/L.3*

DRAFT PLATFORM FOR ACTION

Chapter I

MISSION STATEMENT

1. The Platform for Action is an agenda for women's empowerment. It aims at accelerating the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women 1/ and at removing the all obstacles to women's active participation in all spheres of public and private life through a full and equal share in economic, social, cultural and political decision-making. This means that the principle of shared power and responsibility should be established between women and men at home, in the workplace and in the wider national and international communities. Equality between women and men is a matter of human rights and a condition for social justice and is also a necessary and fundamental prerequisite for equality, development and peace. A transformed partnership based on equality between women and men is a condition for people-centred sustainable development. A sustained and long-term commitment is essential, so that women and men can work together for themselves, for their children and for society to meet the challenges of the twenty-first century.
2. [The Platform for Action reaffirms the fundamental principle, set forth in the Vienna Declaration and Programme of Action, 2/ adopted by the World Conference on Human Rights that the human rights of women and of the girl child are an inalienable, integral and indivisible part of universal human rights.] As an agenda for action, the Platform seeks to promote and protect [the full enjoyment of all universal] all human rights and the fundamental freedoms of all women throughout their life cycle.
3. The Platform for Action emphasizes that women share common concerns that can be addressed only by working together and in partnership with men towards the common goal of gender equality around the world. It respects and values the full diversity of women's situations and conditions and recognizes that some women face particular barriers to their empowerment.
4. The Platform for Action requires immediate and concerted action by all to create a peaceful, just, humane and [equitable] world based on the [universal human rights and fundamental freedoms, including the] principle of equality [and equity] for all people of all ages and from all walks of life.
5. The success of the Platform for Action will require a strong commitment on the part of Governments, international organizations and institutions at all levels as well as [adequate] [new and additional] resources for the implementation of the agreements made; a commitment to equal rights, equal responsibilities and equal opportunities and to the equal participation of women and men in all national, regional and international bodies and policy-making processes; and the establishment or strengthening of mechanisms at all levels for accountability to the world's women.



Chapter II

## GLOBAL FRAMEWORK

6. The Fourth World Conference on Women: Action for Equality, Development and Peace is taking place as the world stands poised on the threshold of a new millennium.

7. The present Platform for Action upholds the Convention on the Elimination of All Forms of Discrimination against Women 3/ and builds upon the Nairobi Forward-looking Strategies for the Advancement of Women, as well as relevant resolutions adopted by the Economic and Social Council and the General Assembly. The formulation of the Platform for Action is aimed at establishing a basic group of priority actions that should be carried out during the next five years.

8. The Platform for Action recognizes the importance of the agreements reached at the World Summit for Children, the United Nations Conference on Environment and Development, the World Conference on Human Rights, the International Conference on Population and Development and the World Summit for Social Development which set out specific approaches and commitments to fostering sustainable development and international cooperation and to strengthening the role of the United Nations to that end. Similarly, the Global Conference on the Sustainable Development of Small Island Developing States, the International Conference on Nutrition, the International Conference on Primary Health Care and the World Conference on Education for All have addressed the various facets of development and [universally recognized] human rights, within their specific perspectives, paying significant attention to the role of women and girls. In addition, the International Year for the World's Indigenous People, 4/ the International Year of the Family, 5/ the United Nations Year for Tolerance, 6/ the Geneva Declaration for Rural Women, 7/ and the Declaration on the Elimination of Violence against Women 8/ have also emphasized the issues of women's empowerment and equality.

9. [The Platform for Action is drawn up in full conformity with the purposes and principles of the Charter of the United Nations and international law. It is recognized that the formulation and implementation of strategies, policies, programmes and actions in all areas of concern are the responsibility of each country, with full respect for the various [religious and ethical values, cultural background and philosophical convictions of all its people] and in conformity with all [universal] human rights and fundamental freedoms.]

10. Since the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, held at Nairobi in 1985, and the adoption of the Nairobi Forward-looking Strategies for the Advancement of Women, the world has experienced profound political, economic, social and cultural changes, which have had both positive and negative effects on women.

11. [The World Conference on Human Rights recognized that the human rights of women and the girl child are an inalienable, integral and indivisible part of universal human rights. [The universal nature of these human rights and freedoms is beyond question.] The full and equal participation of women in 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. *In some cases, conditions can arise which can aggravate social inequality and marginalization.* Hence, it is indispensable to search for new alternatives that *ensure that all members of society benefit from economic growth* based on a holistic approach to all aspects of development: *growth, equality between women and men, social justice, conservation and protection of the environment, sustainability, 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 <sup>2/</sup> 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 *new era* of international cooperation among Governments and peoples based on a spirit of partnership, an equitable, international social and economic environment, 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. *Poverty and environmental degradation are closely interrelated. While poverty results in certain kinds of environmental stress,* 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.

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. The girl child of today is the woman of tomorrow. The skills, ideas and energy of the girl child are vital for full attainment of the goals of equality, development and peace. For the girl child to develop her full potential she needs to be nurtured in an enabling environment, where her [spiritual as well as material] [spiritual, intellectual as well as material] needs for survival, protection and development are met and her equal rights safeguarded. If women are to be equal partners with men, in every aspect of life and development, 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 including the rights assured by the Convention on the Rights of the Child, universal ratification of which is strongly urged. 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, opportunities and benefits of childhood and adolescence than do boys. [They are often subjected to [various forms of] sexual and economic exploitation, [pedophilia, prostitution, forced prostitution and trafficking in human organs and tissues] violence and harmful practices such as [prenatal sex selection, foeticide], infanticide, incest, female genital mutilation and [forced] early marriage.]

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.

\* \* \*

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, civil, cultural, economic, political and social rights 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 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 globalization of the world's economy and deepening interdependence among nations presents challenges and opportunities for sustained economic growth and development as well as risks and uncertainties for the future of the world economy.* The uncertain global economic climate has been accompanied by economic restructuring as well as, in a certain number of countries, persistent, unmanageable levels of external debt and structural adjustment programmes. In addition, all types of conflict, displacement of people and environmental degradation have 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. 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.



(NOTE: Delete bracketed sentence: Full text on unemployment and underemployment to come)

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 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 and monitored with the full and equal participation of women, that encourage broad-based sustained economic growth, address the structural causes of poverty and, are geared towards eradicating poverty and reducing gender-based inequality within the overall framework of achieving people-centred sustainable development.
- (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;]

(New first alternative)

*Find effective development-oriented and durable solutions to external debt problems in order to help them to finance programmes and projects targeted at development, including the advancement of women, through the immediate implementation of the terms of debt forgiveness agreed upon in the Paris Club in December 1994, which encompassed debt*



*reduction, including cancellation or other debt relief measures and develop techniques of debt conversion applied to social development programmes and projects in conformity with Platform priorities.*

(New second alternative)

Continue efforts to alleviate the debt service 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.

- (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;

- (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.

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



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 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, particularly for girls and women, are in many countries insufficient and in some cases have been further diminished, including in the context of adjustment policies and programmes. Such insufficient resource allocations have 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 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];]

#### (New first alternative)

Be invited to mobilize additional funds to assist in meeting the costs of education for all girls and women with a particular emphasis on under-served populations.

#### (New second alternative)

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

To mobilize additional funds to assist in meeting the costs of education and in promoting gender equality *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;
- (b) [Maintain[ing] or increase[ing] funding levels for education in structural adjustment and economic recovery programmes, including lending and stabilization programmes.]

(New alternative)

Work with recipient governments to ensure that funding for women's education is maintained or increased 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 substantial percentage of their resources 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, especially in developing countries and, in particular, the least developed countries, a decrease in public health spending and, in some cases, structural adjustment, contribute to the deterioration of public health systems. In addition, privatization of health care systems without appropriate guarantees of universal access to affordable health care, further reduces 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 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

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

\*\* Suitable published statistics may be added here.

growing concern to women. Women throughout the world, especially young women, 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 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;]

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[\* 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.]

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



- (1) [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, and where appropriate, in cooperation 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) Establish, as appropriate, ministerial and interministerial mechanisms for monitoring the implementation on women's health policy and programme reforms and establish, as appropriate, high level focal points in national planning authorities 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 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, 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

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



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 women, other displaced women in need of international protection and internally displaced women 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 act 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, improve or develop as appropriate and fund the training programmes of judicial, legal, medical, social, educational and police and immigrant 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) Provide, fund and encourage counselling and rehabilitation programmes 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, and other forms of the commercialization of sex, 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, regional and international networks in trafficking;
- (d) [Allocate resources to provide comprehensive programmes designed to heal and rehabilitate into society 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 1977 Additional Protocols provide 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 other displaced persons in need of international protection 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. [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 as a result of well-founded fear of persecution for reasons enumerated in the 1951 Convention relating to the Status of Refugees and the 1967 Protocol, including persecution through sexual violence or other gender-related 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 when the claim is based on such 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, rape, in particular systematic rape, forced prostitution and other forms of indecent assault 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) In reviewing 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.]

NOTE: Move to Chapter IV section 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 refugee women, other displaced women in need of international protection and internally displaced women, 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 refugee women, other displaced women in need of international protection 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 women, other displaced women in need of international protection 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];

(New first alternative for second bracketed text)

Extend adequate international support to countries of asylum to meet the basic needs of refugees and to assist in the search for durable solutions. In providing emergency relief and long term assistance to refugee populations, give special attention to the specific needs of refugee and displaced women and children. Provide refugee and displaced women and children with access to adequate accommodation, education, health services, including family planning, and other necessary social services.

(New second alternative for second bracketed text)

Ensure that the international community and the international organizations provide financial and other resources to Governments concerned 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.

- (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 well-founded fear of persecution for reasons enumerated in the 1951 Convention relating to the Status of Refugees and the 1967 Protocol, including persecution through sexual violence or other gender-related persecution ~~{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 women, other displaced women in need of international protection 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 continue to work in agriculture and fisheries, they also became increasingly involved in micro, small and medium enterprises and, in some regions, became more dominant in the expanding informal sector. Due to, inter alia, difficult economic situations and lack of bargaining power resulting from gender inequality, many women were forced to accept low pay and poor working conditions and thus often became preferred workers. On the other hand, women entered the workforce increasingly by choice and when they became aware of and demanded their rights. Some have succeeded to enter and advance in the workplace and to improve their pay and working conditions. However, women have been particularly affected by the economic situation and restructuring process which have changed the nature of employment and, in some cases, have led to loss of jobs, even for professional and skilled women. In addition, many women have entered the informal sector due to lack of other opportunities. 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. Women's participation and gender concerns are still largely absent from and should be integrated in the policy formulation process of the multilateral institutions that define the terms, and in cooperation with Governments, set the goals 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 the access of women and girls 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 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.]

(New alternative sentence 2)

[At the same time, globalization, including economic integration, can create pressures to adjust to new circumstances and to find new sources of employment as patterns of trade change.]

(New alternative sentence 3)

[In some regions, the gender division of labour has often reinforced the segregation of women into a limited number of occupations. *More analysis needs to be done of the impact of globalization on women's economic status.*]

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, *if better utilized, can constitute a major contribution to the economic life of their respective countries. Their input should continue to be developed and supported as well as their potential further realized.*

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;]

(NOTE: to be considered in Cluster IV)

- (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 all corporations, including transnational corporations, comply with national laws and codes, social security regulations, applicable international agreements, instruments and conventions, including those related to the environment 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 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.]

*(NOTE: for further negotiations it was suggested to add after enterprise sector; in order to enhance the opportunities for women to fully and equally participate.)*

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 support services, including investment funds 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) *Integrate a gender perspective into all economic restructuring and structural adjustment policies and design programmes for women that are affected by economic restructuring, including structural adjustment programmes, 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 the private sector, including transnational and national corporations:

- (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 that their interests may be recognized and addressed. [Non-formal networks and patterns of decision-making at the local community level that reflect a dominant male ethos restrict women's ability to participate equally in political, economic and social life.]

188. The low proportion of women among economic and political decision makers at the local, national, regional and international levels reflects structural and attitudinal barriers that need to be addressed through positive measures. Governments, transnational and national corporations, the mass media, banks, academic and scientific institutions, and regional and international organizations, including those in the United Nations system, do not make full use of women's talents as top-level managers, policy makers, diplomats and negotiators.

189. The equitable distribution of power and decision-making at all levels is dependent on Governments and other actors undertaking statistical gender analysis and mainstreaming a gender perspective in policy development and the implementation of programmes. [Affirmative action in some countries with 33.3 per cent representation in national and local government has empowered women in the decision-making process.]

190. National, regional and international statistical institutions still have insufficient knowledge of how to present the issues related to the equal treatment of women and men in the economic and social spheres. In particular, there is insufficient use of existing databases and methodologies in the important sphere of decision-making.

191. In addressing the inequality between men and women in the sharing of power and decision-making at all levels, 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.

[Strengthen factors that promote the full and equal participation of women in power structures and decision-making at all levels and in all areas]

Strategic objective G.1. [Take special measures to ensure women's equal access to and full participation in power structures and decision-making]

#### Actions to be taken

192. By Governments:

- (a) Commit themselves to establishing the goal of gender balance in governmental bodies and committees, as well as in public

administrative entities, and in the judiciary, including [setting specific targets and] implementing measures to substantially increase the number of women [with a view to achieving equal representation of women and men] in all governmental and public administration positions;

- (b) [Consider measures in electoral systems that encourage political parties to integrate women in elective and non-elective public positions in the same proportion and levels as men;]
- (c) Protect and promote the equal rights of women and men to engage in political activities and to freedom of association, including membership in political parties and trade unions;
- (d) [Review the differential impact of electoral systems on the political representation of women in elected bodies and consider, where appropriate, the adjustment or reform of those systems;]
- (e) Monitor and evaluate progress on the representation of women through the regular collection, analysis and dissemination of quantitative and qualitative data on women and men at all levels in various decision-making positions in the public and private sectors, and disseminate data on the number of women and men employed at various levels in Governments on a yearly basis; ensure that women and men have equal access to the full range of public appointments and set up mechanisms within governmental structures for monitoring progress in this field;
- (f) Support non-governmental organizations and research institutes that conduct studies on women's participation in and impact on decision-making and the decision-making environment;
- (g) Encourage greater involvement of indigenous women in decision-making at all levels;
- (h) [Encourage] [Ensure] that government-funded organizations adopt non-discriminatory policies and practices [in order to increase the number and raise the position of women in their organizations;]
- (i) [Recognize that shared work and parental responsibilities between women and men promote women's increased participation in public life, and take appropriate measures to achieve this, including measures to reconcile family and professional life;]
- (j) Aim at gender balance in the lists of national candidates nominated for election or appointment to United Nations bodies, specialized agencies and other autonomous organizations of the United Nations system, particularly for posts at the senior level.

193. By political parties:

- (a) Consider examining party structures and procedures to remove all barriers that directly or indirectly discriminate against the participation of women;
- (b) Consider developing initiatives that allow women to participate fully in all internal policy-making structures and appointive and electoral nominating processes;



- (c) Consider incorporating gender issues in their political agenda [and ensuring the participation of women in the leadership of political parties so as to accomplish parity and the integration of both genders].

194. By Governments, national bodies, the private sector, political parties, trade unions, employers' organizations, research and academic institutions, subregional and regional bodies, and non-governmental and international organizations:

- (a) Take positive action to build a critical mass of women leaders, executives and managers [with the requisite qualifications] in strategic decision-making positions;
- (b) Create or strengthen, as appropriate, mechanisms to monitor women's access to senior levels of decision-making;
- (c) Review the criteria for recruitment and appointment to advisory and decision-making bodies and promotion to senior positions to ensure that such criteria are relevant and do not discriminate against women;
- (d) Encourage efforts by non-governmental organizations, trade unions and the private sector to achieve equality [and equity] between women and men in their ranks, including equal participation in their decision-making bodies and in negotiations in all areas and at all levels;
- (e) Develop communications strategies to promote public debate on the new roles of men and women in society [and in the family];
- (f) Restructure recruitment and career-development programmes to ensure that all women, especially young women, have equal access to managerial, entrepreneurial, technical and leadership training, including on-the-job training;
- (g) Develop career advancement programmes for women of all ages, that include career planning, tracking, mentoring, coaching, training and retraining;
- (h) Encourage and support the participation of women's non-governmental organizations in United Nations conferences and their preparatory processes;
- (i) Aim at and support gender balance in the composition of delegations to the United Nations and other international forums.

195. By the United Nations:

- (a) Implement existing and adopt new employment policies and measures in order to achieve overall gender [parity], particularly at the professional level, by the year 2000, with due regard to the importance of recruiting staff on as wide a geographical basis as possible, in conformity with Article 101, paragraph 3 of the charter of the United Nations;
- (b) Develop mechanisms to nominate women candidates for appointment to senior posts in the United Nations, the specialized agencies and other organizations and bodies of the United Nations system;

- (c) Continue to collect and disseminate quantitative and qualitative data on women and men in decision-making [and analyse their differential impact on decision-making and monitor progress towards achieving the Secretary-General's target of having women hold 50 per cent, but at least 40 per cent, of managerial and decision-making positions by the year 2000].

196. By women's organizations, non-governmental organizations, trade unions, social partners, producers, and industrial and professional organizations:

- (a) Build and strengthen solidarity among women through information, education and sensitization activities;
- (b) Advocate at all levels to enable women to influence political, economic and social decisions, processes and systems, and work towards seeking accountability from elected representatives on their commitment to gender concerns;
- (c) [Establish databases on women and their qualifications for use in appointing women to senior decision-making and advisory positions, for dissemination to Governments, regional and international organizations and private enterprise.]

Strategic objective G.2. Increase women's capacity to participate in decision-making and leadership

#### Actions to be taken

197. By Governments, national bodies, the private sector, political parties, trade unions, employers' organizations, subregional and regional bodies, non-governmental and international organizations and educational institutions:

- (a) Provide leadership and self-esteem training to assist women and girls, particularly those with special needs, women with disabilities, and women belonging to racial and ethnic minorities to strengthen their self-esteem and to encourage them to take decision-making positions;
- (b) Have transparent criteria for decision-making positions and ensure that the selecting bodies have a gender-balanced composition;
- (c) Create a system of mentoring for inexperienced women and, in particular, offer training, including training in leadership and decision-making, public speaking and self-assertion, as well as in political campaigning;
- (d) Provide gender-sensitive training for women and men to promote non-discriminatory working relationships and respect for diversity in work and management styles;
- (e) Develop mechanisms and training to encourage women to participate in the electoral process, political activities and other leadership areas.

H. Insufficient mechanisms at all levels to promote the advancement of women



198. National machineries for the advancement of women have been established in almost every Member State to, inter alia, design, promote the implementation of, execute, monitor, evaluate, advocate and mobilize support for policies that promote the advancement of women. National machineries are diverse in form and uneven in their effectiveness, and in some cases have declined. Often marginalized in national government structures, these mechanisms are frequently hampered by unclear mandates, lack of adequate staff, training, data and sufficient resources, and insufficient support from national political leadership.

199. At the regional and international levels, mechanisms and institutions to promote the advancement of women as an integral part of mainstream political, economic, social and cultural development, and of initiatives on development and human rights, encounter similar problems emanating from a lack of commitment at the highest levels.

200. Successive international conferences have underscored the need to take gender factors into account in policy and programme planning. However, in many instances this has not been done.

201. [Regional bodies concerned with the advancement of women have been strengthened, together with international machinery, such as the Commission on the Status of Women and the Committee on the Elimination of Discrimination against Women. However, the limited resources available continue to impede full implementation of their mandates.]

(New alternative)

[While international machinery, such as the Commission on the Status of Women and the Committee on the Elimination of Discrimination against Women have not been sufficiently strengthened, regional bodies concerned with the advancement of women have yet to be developed and/or strengthened. The limited resources available continue to impede full implementation of their mandates.]

202. Methodologies for conducting gender-based analysis in policies and programmes and for dealing with the differential effects of policies on women and men have been developed in many organizations and are available for application but are often not being applied or are not being applied consistently.

203. A national machinery for the advancement of women is the central policy-coordinating unit inside government. Its main task is to support government-wide mainstreaming of a gender-equality perspective in all policy areas. The necessary conditions for an effective functioning of such national machineries include:

- (a) Location at the highest possible level in the government, falling under the responsibility of a Cabinet minister;
- (b) Institutional mechanisms or processes that facilitate, as appropriate, decentralized planning, implementation and monitoring with a view to involving non-governmental organizations and community organizations from the grass roots upwards;
- (c) Sufficient resources in terms of budget and professional capacity;
- (d) Opportunity to influence development of all government policies.

204. [In addressing the issue of mechanisms for promoting the advancement 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.]

[Integrate gender-equality dimensions into policy and programme planning and implementation at all levels and in all areas]

Strategic objective H.1. Create or strengthen national machineries and other governmental bodies

Actions to be taken

205. By Governments:

- (a) Ensure that responsibility for the advancement of women is vested in the highest possible level of government; in many cases, this could be at the level of a Cabinet minister;
- (b) Based on a strong political commitment, create a national machinery, where it does not exist, and strengthen, as appropriate, existing national machineries, for the advancement of women at the highest possible level of government; it should have clearly defined mandates and authority; critical elements would be adequate resources, ability and competence to influence policy and formulate and review legislation. Among other things, it should perform policy analysis, undertake advocacy, communication, coordination and monitoring of implementation;
- (c) Provide staff training in designing and analysing data from a gender perspective;
- (d) Establish procedures to allow the machinery to gather information on government-wide policy issues at an early stage and continuously use it in the policy development and review process within the Government;
- (e) [Report, on a regular basis, to legislative bodies and the Cabinet on the progress of efforts, as appropriate, to mainstream gender concerns, taking into account the implementation of the Platform for Action;]
- (f) Encourage and promote the active involvement of the broad and diverse range of institutional actors in the public, private and voluntary sectors to work for equality between women and men.

~~\*[206. By regional and international organizations, in particular development institutions, especially the International Research and Training Institute for the Advancement of Women (INSTRAW), the United Nations Development Fund for Women (UNIFEM) and bilateral donors:~~

- ~~(a) Provide financial and advisory assistance to national machinery in order to increase its ability to gather information, develop networks and carry out its mandate;~~

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\* It is proposed to place this paragraph in chapter V.



~~(b) Strengthen international mechanisms to promote the advancement of women through their respective mandates, in cooperation with Governments.)~~

(Move to Chapter V.)

Strategic objective H.2. Integrate gender perspectives in [all] legislation, public policies, programmes and projects

Actions to be taken

207. By Governments:

- (a) Seek to ensure that before policy decisions are taken, [as appropriate] an analysis of their impact on women and men, respectively, is carried out;
- (b) ~~{Systematically review policies, programmes and projects, as well as their implementation, to ensure that they reflect the differential impact of general measures on women and men and their respective contribution to development, taking into account existing inequalities, develop methods of gender impact analysis, and introduce practical ways and means for applying it at an early stage of the policy development process [especially in terms of the impact of employment and income policies];}~~

{Alternative}

Regularly review national policies, programmes and projects, as well as their implementation, evaluating the impact of employment and income policies in order to guarantee that women are direct beneficiaries of development [and that their contribution is considered in national accounts]

- (c) Promote national strategies and aims on equality between women and men in order to eliminate obstacles to the exercise of women's rights and eradicate all forms of discrimination against women;
- (d) Work with members of legislative bodies, as appropriate, to promote a gender perspective in all legislation and policies;
- (e) [Establish networks of focal points in all ministries and agencies with a mandate to review policies and programmes, and create mechanisms for the focal points to meet regularly with national machinery in order to monitor progress in the implementation of the Platform for Action.]

208. By national machinery:

- (a) Facilitate the formulation and implementation of government policies on equality between women and men, develop appropriate strategies and methodologies, and promote coordination and cooperation within the central government in order to ensure mainstreaming of a gender perspective in all policy-making processes;

- (b) Promote and establish cooperative relationships with relevant branches of government, centres for women's studies and research, academic and educational institutions, the private sector, the media, non-governmental organizations, especially women's organizations, and all other actors of civil society;
- (c) [Undertake activities focusing on legal reform with regard to the family, conditions of employment, social security, income tax, equal opportunity in education, positive measures to promote the advancement of women, and the perception of attitudes and a culture favourable to equality;]
- (d) [Promote a gender perspective in legal reforms, inter alia, with regard to employment, social security, taxation and education;]
- (e) [Promote the increased participation of women as both active agents in and beneficiaries of the development process to improve the quality of life for all;]
- (f) Establish direct links with national, regional and international bodies dealing with the advancement of women;
- (g) Provide training and advisory assistance to government agencies in order to integrate a gender perspective in their policies and programmes.

Strategic objective H.3. Generate and disseminate gender-disaggregated data and information for planning and evaluation

Actions to be taken

209. By national, regional and international statistical services, and relevant governmental and United Nations agencies, in cooperation with research and documentation organizations, in their respective areas of responsibility:

- (a) [Aim to] Ensure that [all] statistics related to individuals are collected, compiled, analysed and presented by sex and age [and reflect problems and questions related to women and men in society];
- (b) Collect, compile, analyse and present on a regular basis data disaggregated by age, sex, socio-economic and other relevant indicators, including number of dependants, for utilization in policy and programme planning and implementation [and to reflect problems and questions related to men and women in society];
- (c) Involve centres for women's studies and research organizations in developing and testing [appropriate indicators and] research methodologies to strengthen gender analysis, as well as in monitoring and evaluating the implementation of the goals of the Platform for Action;
- (d) Designate or appoint staff to strengthen gender-statistics programmes and ensure coordination, monitoring and linkage to all fields of statistical work, and prepare output that integrates statistics from the various subject areas;



- (e) [Take steps to] Improve [and adopt] the [concepts and methods of] data collection on the full contribution of women and men to the economy [by taking steps] to [measure] [make visible] their participation in the informal sector(s);
- (f) [[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 encouraging, sharing and disseminating information, studies and experience in this field, including information on the development of methods for assessing the value of such work in quantitative terms, for possible reflection in accounts that may be produced separately from but are consistent with core national accounts;]
- (g) [Develop an international classification of activities for time-use statistics, with Governments also undertaking time-use studies, and prioritize further work at the national level to prepare satellite or parallel accounts of women's and men's unremunerated economic contribution, including quantifying household responsibilities as appropriate, producing such accounts separately from but making them consistent with core national accounts, defining the unremunerated worker as a worker in the System of National Accounts and mainstreaming the distinction between paid and unpaid work in employment statistics;]
- (h) Improve concepts and methods of data collection on the measurement of poverty among women and men, including their access to resources;
- (i) Strengthen vital statistical systems and incorporate gender analysis into publications and research; give priority to gender differences in research design and in data collection and analysis in order to improve data on morbidity; and improve data collection on access to health services [including access to comprehensive sexual and reproductive health services, maternal care and family planning, with special priority for adolescent mothers and for elder care];
- (j) Develop improved gender-disaggregated and age-specific data on the victims and perpetrators of all forms of violence against women, such as domestic violence, sexual harassment, rape, incest and sexual abuse, and trafficking in women and girls, as well as on violence by the agents of the State;
- (k) Improve concepts and methods of data collection on the participation of women and men with disabilities, including their access to resources.

210. By Governments:

- (a) Ensure the regular production of a statistical publication on gender that presents and interprets topical data on women and men in a form suitable for a wide range of non-technical users;
- (b) Ensure that producers and users of statistics in each country regularly review the adequacy of the official statistical system and

its coverage of gender issues, and prepare a plan for needed improvements, where necessary;

- (c) Develop and encourage the development of quantitative and qualitative studies by research organizations, trade unions, employers, the private sector and non-governmental organizations on the sharing of power and influence in society, including the number of women and men in senior decision-making positions in both the public and private sectors;
- (d) Use more gender-sensitive data in the formulation of policy and implementation of programmes and projects.

211. By the United Nations:

- (a) Promote the development of ~~{statistical}~~ methods to find better ways to collect, collate and analyse data that may relate to the human rights of women, including violence against women for use by all relevant United Nations bodies;
- (b) Promote the further development of statistical methods to improve data that relate to women in economic, social, cultural and political development;
- (c) Prepare a new issue of The World's Women at regular five-year intervals and distribute it widely;
- (d) Assist countries, upon request, in the development of gender [concepts and] programmes;
- (e) [Report periodically on progress at the national and international levels to the United Nations Statistical Commission, INSTRAW and the Commission on the Status of Women, in a coordinated fashion.]

(New alternative)

*[Ensure that the relevant reports, data and publications of the United Nations Statistical Division and INSTRAW on progress at the national and international levels are transmitted to the Commission on Status of Women on a regular and coordinated fashion.]*

212. [By multilateral development financial institutions and bilateral donors:

Support the development of national capacity in developing countries and in countries with economies in transition to fully measure the work done by women, including both remunerated and unremunerated work.] [Produce satellite accounts on unremunerated work that may be produced separately from but are consistent with core national accounts, while recognizing that such satellite accounts are to be used independently of national accounts.]

- I. [Lack of awareness of and commitment to [internationally and nationally recognized] human rights of women] [The enjoyment of [all] [universal] human rights by women]



\*[213. Human rights and fundamental freedoms are the birthright of all human beings; their protection and promotion is the first responsibility of Governments.

\*The World Conference on Human Rights reaffirmed the solemn commitment of all States to fulfil their obligation 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 relating to human rights, and international law. The universal nature of these rights and freedoms is beyond question.

\*The Platform for Action reaffirms that all human rights - civil, cultural, economic, political and social, including the right to development - are universal, indivisible, interdependent and interrelated, as expressed in the Vienna Declaration and Programme of Action. The World Conference on Human Rights reaffirms that the human rights of women and the girl child are an inalienable, integral and indivisible part of universal human rights. The full and equal enjoyment of all [universal] human rights and fundamental freedoms by women and girls is a priority for governments and the United Nations and is essential for the advancement of women.]

214. Equal rights of men and women are explicitly mentioned in the Preamble to the Charter of the United Nations. All the major international human rights instruments include sex as one of the grounds upon which States may not discriminate, ~~including the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights, the Convention on the Elimination of All Forms of Discrimination against Women, the International Convention on the Elimination of All Forms of Racial Discrimination 26/ and the Convention on the Rights of the Child, as well as the Declaration on the Right to Development 27/ and the Declaration on the Elimination of Violence against Women-].~~

215. Governments must not only refrain from violating the human rights of all women, but must work actively to promote and protect these rights. ~~{Nevertheless, it should be taken into account that the activities of the United Nations in the area of human rights should be rationalized, streamlined and reinforced {taking into account the need to} {in order to} avoid unnecessary duplication.}~~ Recognition of the importance of the human rights of women is reflected in the fact that three quarters of the States Members of the United Nations have become parties to the Convention on the Elimination of All Forms of Discrimination against Women.

216. The World Conference on Human Rights reaffirmed clearly that the human rights of women throughout the life cycle are an inalienable, integral and indivisible part of universal human rights. The International Conference on Population and Development reaffirmed women's reproductive rights and the right to development. Both the Declaration of the Rights of the Child and the Convention on the Rights of the Child guarantee children's rights and uphold the principle of non-discrimination on the grounds of gender. ~~Three quarters of the States Members of the United Nations have become parties to the Convention on the Elimination of All Forms of Discrimination against Women. An increasing number of countries have established mechanisms to enable women to exercise their rights.~~

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\* The placement and the coherence of the text have not yet been agreed.



217. The gap between the existence of rights and their effective enjoyment derives from a lack of commitment by Governments to promoting and protecting those rights and the failure of Governments to inform women and men alike about them. The lack of appropriate recourse mechanisms at the national and international levels, and inadequate resources at both levels, compound the problem. In most countries, steps have been taken to reflect the rights guaranteed by the Convention on the Elimination of All Forms of Discrimination against Women in national law. A number of countries have established mechanisms to strengthen women's ability to exercise their rights.

218. In order to protect the human rights of women, it is necessary to avoid, as far as possible, resorting to reservations and to ensure that no reservation is incompatible with the object and purpose of the Convention or is otherwise ~~incompatible with contrary to~~ international treaty law. Unless the human rights of women, as defined by international human rights instruments, are fully recognized and effectively protected, applied, implemented and enforced in national law as well as in national practice in family, civil, penal, labour and commercial codes and administrative rules and regulations, they will exist in name only.

219. In those countries that have not yet become parties to the Convention on the Elimination of All Forms of Discrimination against Women and other international human rights instruments, or where reservations that are incompatible with the object or purpose of the Convention have been entered, or where national laws have not yet been revised to implement international norms and standards, women's [de jure] equality is not yet secured. [Women's full enjoyment of equal rights is undermined by the discrepancies between some national legislation and international law and international instruments on human rights. Overly complex administrative procedures, lack of awareness within the judicial process and inadequate monitoring of the violation of the human rights of all women, coupled with the underrepresentation of women in justice systems, insufficient information on existing rights and persistent attitudes and practices perpetuate women's de facto inequality.] *De facto inequality is also perpetuated by the lack of enforcement of, inter alia, family, civil, penal, labour and commercial laws or codes, or administrative rules and regulations intended to ensure women's full enjoyment of human rights and fundamental freedoms.*

220. Every person should be entitled to participate, to contribute to and to enjoy cultural, economic, political and social development. In many cases women and girls suffer discrimination in the allocation of economic and social resources. This directly violates their economic, social and cultural rights. ~~{They also suffer from the negative effects of structural adjustment policies.}~~

221. The human rights of all women and *the girl child must* form an integral part of United Nations human rights activities. Intensified efforts are needed to integrate the equal status and the human rights of all women and girls into the mainstream of United Nations system-wide activities and to address these issues regularly and systematically throughout relevant bodies and mechanisms. This requires, inter alia, improved cooperation and coordination between the Commission on the Status of Women, the United Nations High Commissioner for Human Rights, the Commission on Human Rights, including its special and thematic rapporteurs, independent experts, working groups and its Subcommission on Prevention of Discrimination and Protection of Minorities, the Commission on Sustainable Development, the Commission for Social Development, the Commission on Crime Prevention and Criminal Justice, and the Committee on the Elimination of Discrimination against Women and other human rights treaty bodies, and all



relevant entities of the United Nations system, including the specialized agencies. Cooperation is also needed to strengthen, rationalize and streamline the United Nations human rights system and to promote its effectiveness and efficiency, taking into account the need to avoid unnecessary duplication and overlapping of mandates and tasks.

222. If the goal of full realization of human rights for all is to be achieved, international human rights instruments must be applied in such a way as to take more clearly into consideration the systematic and systemic nature of discrimination against women which gender analysis has clearly indicated.

223. [The World Conference on Human Rights and the International Conference on Population and Development [which did not create any human rights] reaffirm [all aspects of the [universal] human rights of women, including] women's reproductive rights [as defined in the Programme of Action of the International Conference on Population and Development, taking into consideration the reservations to the Programme of Action] and the right to development.] Bearing in mind the definitions given in chapter II, chapter VII, paragraph 7.2, and chapter VIII of the Programme of Action 13/ [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. [Therefore, the unique reproductive and productive roles of women [and men] must be recognized and valued.] [Changes in both men's and women's consciousness, attitudes and behaviour are necessary conditions for achieving harmonious partnerships between women and men. It is essential to improve communication between women and men on issues of shared responsibility, including sexuality and reproductive health, so that women and men are equal partners in public and private life. Special efforts are needed to emphasize men's shared responsibility and promote their active involvement in responsible parenthood and sexual and reproductive behaviour.]

~~224. [Changes in both men's and women's knowledge, attitudes and behaviour are necessary conditions for achieving harmonious partnerships between women and men. It is essential to improve communication between women and men on issues of shared responsibility, including sexuality and reproductive health, so that women and men are equal partners in public and private life. Special efforts are needed to emphasize men's shared responsibility and promote their active involvement in responsible parenthood and sexual and reproductive behaviour.]~~

225. Violence against women both violates and impairs or nullifies the enjoyment by women of human rights and fundamental freedoms. There has been a long-standing failure to protect and promote these rights and freedoms in relation to violence against women. [All forms of gender-based violence, including those resulting from all forms of sexual harassment, prostitution, pornography, sexual slavery and exploitation, including those violations resulting from cultural prejudice, racism and racial discrimination, xenophobia, ethnic cleansing, religious and anti-religious extremism and international trafficking in women and children, are incompatible with the dignity and worth of the human person and must be eliminated]. Any harmful aspect of certain traditional, customary or modern practices that violates the rights of women should be prohibited and eliminated. [Governments should take urgent action to combat and eliminate all forms of violence against women in private and public life, whether perpetrated or tolerated by the State or private persons especially in situations [or



experienced as a result] of armed conflict, [foreign occupation] or terrorism). Special emphasis must be placed on the prevention of violence against women.

~~(First alternative)~~

~~{Violence against women both violates and impairs or nullifies the enjoyment by women of human rights and fundamental freedoms. There has been a long-standing failure to protect and promote these rights and freedoms in relation to violence against women. All forms of gender-based violence, including those resulting from armed conflict, foreign occupation, racism, racial discrimination, xenophobia, ethnic cleansing, extremism, terrorism, cultural prejudice and international trafficking [in women and children] are incompatible with the dignity and worth of the human person and must be eliminated. [To this end] urgent action and effective measures by Governments and the international community must be taken to eliminate all forms of violence against women.}~~

~~(Second alternative)~~

~~{Violence against women both violates and impairs or nullifies the enjoyment by women of human rights and fundamental freedoms. There has been a long-standing failure to protect and promote these rights and freedoms in relation to violence against women. Special emphasis must be placed on the prevention of violence against women.}~~

226. ~~{Women in particularly vulnerable circumstances, such as migrants, including migrant women workers, refugees or [internally] displaced women or those belonging to racial or ethnic minorities or indigenous groups, are often disadvantaged and marginalized by their lack of knowledge and recognition of their human rights and the absence of recourse mechanisms to redress violations of their rights. The factors that cause the flight of refugee and [internally] displaced women may be different from those affecting men. Refugee and [internally] displaced women continue to be vulnerable to abuses of their human rights while in flight and in countries of asylum and resettlement because of the varied effects of their displacement, including a lack of access to human rights recourse mechanisms and to information on their rights. Such effects of displacement may also be experienced by other migrant women.}~~

~~(Alternative)~~

~~{Many women face additional barriers in the enjoyment of their human rights because of such factors as their race, language, ethnicity, culture, religion, sexual orientation, disability or socio-economic class or because they are indigenous people, migrants, displaced people or refugees. They are also disadvantaged and marginalized by a lack of knowledge and recognition of their human rights as well as by the obstacles they meet in getting access to information and recourse mechanisms in cases of violation of their rights.}~~

Many women face additional barriers in the enjoyment of their human rights because of such factors as their race, language, ethnicity, culture, religion, [sexual orientation,] disability or socio-economic class or because they are indigenous people, migrants, including women migrant workers, displaced women or refugees. They may also be disadvantaged and marginalized by a general lack of knowledge and of recognition of their human rights as well as by the obstacles they meet in gaining access to information and recourse mechanisms in cases of violation of their rights.



226 bis. *The factors that cause the flight of refugee women, other displaced women in need of international protection and internally displaced women may be different from those affecting men. These women continue to be vulnerable to abuses of their human rights during and after flight.*

227. While women are increasingly using the legal system to exercise their rights, in many countries lack of awareness of the existence of these rights is an obstacle to full enjoyment of their human rights and the attainment of equality. Experience in many countries has shown that women can be empowered and motivated to assert their rights, regardless of their level of education or socio-economic status. Legal literacy programmes and media strategies have been effective in helping women to understand the link between their rights and other aspects of their lives and in demonstrating that cost-effective initiatives can be undertaken to help women obtain those rights. Provision of human rights education is essential for promoting an understanding of the human rights of women, including knowledge of recourse mechanisms to redress violations of their rights. It is necessary for all individuals, especially women in vulnerable circumstances, to have full knowledge of their rights and access to legal recourse against violations of their rights.

228. Women engaged in the defence of human rights must be protected. Governments have a duty to guarantee the full enjoyment of all rights set out in the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic Social and Cultural Rights by women working peacefully in a personal or organizational capacity for the promotion and protection of human rights. Non-governmental organizations and women's organizations [and feminist groups] have played a catalytic role in the promotion of the human rights of women, through grass-roots activities, networking and advocacy, and need encouragement, support and access to information from Governments in order to carry out these activities.

229. In addressing the enjoyment of human rights, 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.

[Apply and enforce international norms and standards to promote and safeguard the full and equal enjoyment by women of all human rights]

Strategic objective I.1. Promote and protect [all] the human rights of women, through the full implementation of all [international] human rights instruments, especially through the Convention on the Elimination of All Forms of Discrimination against Women

#### Actions to be taken

230. By Governments:

- (a) [Consider] Ratify or accede to and implement international and regional human rights treaties;
- (b) [Consider] the ratification or accession to and ensure implementation of the Convention on the Elimination of All Forms of Discrimination

against Women so that universal ratification of the Convention can be achieved by the year 2000;

- (c) [Consider withdrawing reservations to the Convention on the Elimination of All Forms of Discrimination against Women;]
- (d) [Limit the extent of any reservations to the Convention, formulate any reservations as precisely and as narrowly as possible, ensure that no reservation is incompatible with the object and purpose of the Convention or otherwise contrary to international treaty law and review their reservations regularly, with the view to withdrawing them expeditiously;]
- (e) Consider drawing up national action plans identifying steps to improve the promotion and protection of human rights, including the human rights of women, as recommended by the World Conference on Human Rights;
- (f) Create or strengthen [independent] national institutions for the protection and promotion of these rights, including the human rights of women, as recommended by the World Conference on Human Rights;
- (g) Develop a comprehensive human rights education programme to raise awareness among women of their human rights and among others of the human rights of women;
- (h) [Undertake, if they are States parties, to implement the Convention by reviewing all laws, policies, practices and procedures to determine whether they meet the obligations set forth in the Convention, revising all non-conforming laws, policies, practices and procedures to meet the international obligations set forth in the Convention;]
- (i) Include gender aspects in reporting under all other human rights conventions and instruments, including ILO conventions, to ensure analysis and review of the human rights of women;
- (j) Report on schedule regarding the implementation of the Convention to the Committee on the Elimination of Discrimination against Women, following fully the guidelines established by the Committee and involving non-governmental organizations, where appropriate, or taking into account their contributions in the preparation of the report;
- (k) Enable the Committee on the Elimination of Discrimination against Women fully to discharge its mandate by allowing for adequate meeting time through broad ratification of the revision adopted by the States parties to the Convention on the Elimination of All Forms of Discrimination against Women on 22 May 1995 relative to article 20 (1), and by promoting efficient working methods;
- (l) [Take steps to support] [Consider] the drafting of an optional protocol to the Convention to establish [a right of petition and inquiry] [a communication] procedure that can enter into force before the year 2000 [as soon as possible];
- (m) Take urgent measures to achieve universal ratification or accession before the end of 1995 and ensure full implementation of the Convention on the Rights of the Child by the year 2000;



- (n) Address the acute problems of children, including through supporting efforts in the context of the United Nations system aimed at adopting efficient international measures for the prevention and eradication of female infanticide, harmful child labour, the sale of children and their organs, child prostitution, child pornography and other forms of sexual abuse and consider [guidelines for a possible draft] [the drafting of an] optional protocol to the Convention on the Rights of the Child;
- (o) [Promote the approval and enforcement of an international convention against all open and covert forms of sexual exploitation that includes the provision of social services to the victims and the prosecution of those who run sex tourism industries and the traffickers;]
- (p) Taking into account the need to ensure full respect for the human rights of indigenous women, consider a declaration on the rights of indigenous people for adoption by the General Assembly within the International Decade of the World's Indigenous People, and encourage the participation of indigenous women in the working group elaborating the draft declaration, in accordance with the provisions for the participation of organizations of indigenous people.

231. By *relevant organs, bodies and agencies* of the United Nations, all human rights bodies in the United Nations system, as well as the United Nations High Commissioner for Human Rights and the United Nations High Commissioner for Refugees, while promoting greater efficiency and effectiveness through better coordination of the various bodies, mechanisms and procedures, taking into account the need to avoid unnecessary duplication and overlapping of their mandates and tasks:

- (a) Give full and equal and sustained attention to the human rights of women in the exercise of their respective mandates to promote universal respect for and protection of all human rights - civil, cultural, economic, political and social - including the right to development;
- (b) Ensure the implementation of the recommendations of the World Conference on Human Rights for the full integration and mainstreaming of the human rights of women;
- (c) Develop a comprehensive policy programme for the mainstreaming of the human rights of women throughout the United Nations system, including in activities with regard to advisory services, technical assistance, reporting methodology, gender impact assessments, coordination, public information and human rights education, and play an active role in the implementation of the programme;
- (d) Ensure the integration and full participation of women as both agents and beneficiaries in the development process, and reiterate the objectives established for global action for women towards sustainable and equitable development set forth in the Rio Declaration on Environment and Development;
- (e) Include information on gender-based human rights violations in their activities and integrate the findings into all of their programmes and activities;

- (f) Ensure that there is collaboration and coordination of the work of all human rights bodies and mechanisms to ensure that the human rights of women are respected;
- (g) Strengthen cooperation and coordination between the Commission on the Status of Women, the Commission on Human Rights, the Commission for Social Development, the Commission on Sustainable Development, the Commission on Crime Prevention and Criminal Justice, the United Nations human rights treaty monitoring bodies, including the Committee on the Elimination of Discrimination against Women, UNIFEM, INSTRAW, UNDP, UNICEF, and other organizations of the United Nations system, acting within their mandates, in the promotion of the human rights of women, and improve cooperation between the Division for the Advancement of Women and the Centre for Human Rights;
- (h) [Call upon the United Nations High Commissioner for Human Rights and the United Nations High Commissioner for Refugees to establish effective cooperation within their respective mandates, taking into account the fact that refugee, displaced and returnee women are subject to particular forms of human rights abuse;]

(Alternative)

- [Call upon the United Nations High Commissioner for Human Rights and the United Nations High Commissioner for Refugees to establish effective cooperation within their respective mandates, taking into account [the close link between human rights situations, military aggression, ethnic cleansing and genocide, refugee, displaced and returnee women, and the fact that these women are subject to particular forms of human rights abuse];]
- (i) Encourage incorporation of a gender perspective in national programmes of action and in human rights and national institutions, within the context of human rights advisory services programmes;
  - (j) Provide training in the human rights of women for all United Nations personnel and officials, especially those in human rights and humanitarian relief activities, and promote their understanding of the human rights of women so that they recognize and deal with violations of the human rights of women and can fully take into account the gender aspect of their work.

Strategic objective I.2. Ensure equality and non-discrimination under the law

Actions to be taken

232. By Governments:

- (a) Give priority to promoting and protecting the full and equal enjoyment by women and men of all human rights and fundamental freedoms without distinction of any kind as to race, colour, sex, language, religion, political or other opinions, national or social origins, property, birth or other status;



- (b) Provide constitutional guarantees and/or enact appropriate legislation to prohibit discrimination on the basis of sex for all women and girls of all ages and assure women of all ages equal rights and their full enjoyment;
- (c) Embody the principle of the equality of men and women in their legislation and ensure, through law and other appropriate means, the practical realization of this principle;
- (d) [Consider] reviewing national laws including [customary laws] and legal practices in the areas of family, civil, penal, labour and commercial laws in order to ensure the implementation of the principles and procedures of all relevant international human rights instruments by means of national legislation, and [consider] revoking any remaining laws that discriminate on the basis of sex and remove gender bias in the administration of justice;
- (e) Strengthen and encourage the development of programmes of protection of the human rights of women in the national institutions on human rights which carry out programmes, such as human rights commissions or ombudspersons, according them appropriate status, resources and access to the Government to assist individuals, in particular women, and ensure that these institutions pay adequate attention to problems involving the violation of the human rights of women;
- (f) [Take action to ensure that women's [sexual and] reproductive rights are fully recognized and respected;]
- (g) Take urgent action to combat and eliminate violence against women, which is a human rights violation, resulting from harmful traditional or customary practices, cultural prejudices and ~~{religious, anti-religious, or secular}~~ extremism; ~~{They are also urged}~~  
  
(g) bis. Prohibit female genital mutilation wherever it exists and give vigorous support to efforts among non-governmental and community organizations and religious institutions to eliminate such practices;
- (h) [Consider what legal safeguards may be required to prevent discrimination on grounds of sexual orientation or lifestyle;]
- (i) Provide gender-sensitive human rights education and training to public officials, including, inter alia, police and military personnel, corrections officers, health and medical personnel, and social workers, including people who deal with migration and refugee issues, and teachers at all levels of the educational system, and make available such education and training also to the judiciary and members of parliament in order to enable them to better exercise their public responsibilities;
- (j) Promote the equal right of women to be members of trade unions and other professional and social organizations;
- (k) Establish effective mechanisms for investigating violations of the human rights of women perpetrated by any public official and take the necessary punitive legal measures in accordance with national laws;

- (l) Review and amend criminal laws and procedures, as necessary, to eliminate any discrimination against women in order to ensure that criminal law and procedures guarantee women effective protection against, and prosecution of, crimes directed at or disproportionately affecting women, regardless of the relationship between the perpetrator and the victim, and ensure that women defendants, victims and/or witnesses are not revictimized or discriminated against in the investigation and prosecution of crimes;
- (m) Ensure that women have the same right as men to be [judges], advocates or other officers of the court, as well as police officers and prison and detention officers, among other things;
- (n) Strengthen existing or establish readily available and free or affordable alternative administrative mechanisms and legal aid programmes to assist disadvantaged women seeking redress for violations of their rights;
- (o) [Guarantee the full enjoyment of all human rights by women activists and by members of non-governmental organizations in this field and their freedom in carrying out their activities;]

(Alternative)

[Ensure that all women and [members of] non-governmental organizations [and their members] genuinely involved in the field of protection and promotion of all human rights - civil, cultural, economic, political and social, including the right to development - enjoy the rights and freedoms recognized in the Universal Declaration of Human Rights, and the protection of national laws;]

- (p) Strengthen and encourage the implementation of the recommendations contained in the Standard Rules on the Equalization of Opportunities for Persons with Disabilities, paying special attention to ensure non-discrimination and equal enjoyment of all human rights and fundamental freedoms by women and girls with disabilities, including their access to information and services in the field of violence against women, as well as their active participation and economic contribution in all aspects of society;
- (q) Encourage the development of gender-sensitive human rights programmes.

Strategic objective I.3. Achieve legal literacy

Actions to be taken

233. By Governments [with the support of] [and] non-governmental organizations, the United Nations and other international organizations, as appropriate:

- (a) Translate whenever possible, into local and indigenous languages and into alternative formats appropriate for persons with disabilities and persons at lower levels of literacy, publicize and disseminate laws and information relating to the equal status and human rights of all women, including the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the



Convention on the Elimination of All Forms of Discrimination against Women, the International Convention on the Elimination of All Forms of Racial Discrimination, the Convention on the Rights of the Child, the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, the Declaration on the Right to Development and the Declaration on the Elimination of Violence against Women, as well as the outcomes of relevant United Nations conferences and summits and national reports to the Committee on the Elimination of Discrimination against Women;

- (b) Publicize and disseminate such information in easily understandable formats and alternative formats appropriate for persons with disabilities, and persons at low levels of literacy;
- (c) Disseminate information on national legislation and its impact on women, including easily accessible guidelines on how to use a justice system to exercise one's rights;
- (d) Include information about international and regional instruments and standards in their public information and human rights education activities and in adult education and training programmes, particularly for groups such as the military, the police and other law enforcement personnel, the judiciary, and legal and health professionals to ensure that human rights are effectively protected;
- (e) Make widely available and fully publicize information on the existence of national, regional and international mechanisms for seeking redress when the human rights of women are violated;
- (f) Encourage, coordinate and cooperate with local and regional women's groups, relevant non-governmental organizations, educators and the media, to implement programmes in human rights education to make women aware of their human rights;
- (g) Promote education on the human and legal rights of women in school curricula at all levels of education and undertake public campaigns, [in the most widely used languages of the country,] on the equality of women and men in public and private life, including their rights within the family and relevant human rights instruments under national and international law;
- (h) Promote education in all countries in human rights and international humanitarian law for members of the national security and armed forces, including those assigned to United Nations peace-keeping operations, on a routine and continuing basis, reminding them and sensitizing them to the fact that they should respect the rights of women at all times, both on and off duty, giving special attention to the rules on the protection of women and children and to the protection of human rights in situations of armed conflict;
- (i) Take appropriate measures to ensure that refugee and displaced women, migrant women and women migrant workers are made aware of their human rights and of the recourse mechanisms available to them.

J. Inequality in women's access to and participation in all communications systems, especially the media, and



their insufficient mobilization to promote women's contribution to society [Mobilize the media to portray women's contribution to society] [Responsibility of the media for the impact of their content on women] [Women and the media]

234. During the past decade, advances in information technology have facilitated a global communications network that transcends national boundaries and has an impact on public policy, private attitudes and behaviour, especially of children and young adults. Everywhere the potential exists for the media to make a far greater contribution to the advancement of women.

235. More women are involved in careers in the communications sector, but few have attained positions at the decision-making level or serve on governing boards and bodies that influence media policy. The lack of gender sensitivity in the media is evidenced by the failure to eliminate the gender-based stereotyping that can be found in public and private local, national and international media organizations.

236. The continued projection of negative and degrading images of women in media communications - electronic, print, visual and audio - must be changed. Print and electronic media in most countries do not provide a balanced picture of women's diverse lives and contributions to society in a changing world. In addition, violent and degrading or pornographic media products [are also negatively affecting] [can also negatively affect] women and their participation in society. Programming that reinforces women's traditional roles can be equally limiting. The worldwide trend towards consumerism has created a climate in which advertisements and commercial messages often portray women primarily as consumers and target girls and women of all ages inappropriately.

237. Women should be empowered by enhancing their skills, knowledge and access to information technology. This will strengthen their ability to combat negative portrayals of women internationally and to challenge instances of abuse of the power of an increasingly important industry. Self-regulatory mechanisms for the media need to be created and strengthened and approaches developed to eliminate gender-biased programming ~~(and excessive control or influence of transnational corporations.)~~ Most women, especially in developing countries, are not able to access effectively the expanding electronic information highways and therefore cannot establish networks that will provide them with alternative sources of information. Women therefore need to be involved in decision-making regarding the development of the new technologies in order to participate fully in their growth and impact.

238. In addressing the issue of the mobilization of the media, Governments and other actors should promote an active and visible policy of mainstreaming a gender perspective in policies and programmes.

[Enhance the role of traditional and modern mass communications media to promote awareness of equality between women and men effectively]

Strategic objective J.1. Increase the participation and enhance the access of women to expression and decision-making in and through the media and new technologies of communication



Actions to be taken

## 239. By Governments:

- (a) Support women's education, training and employment to [ensure women's greater access] [promote women's equal] access to all areas and levels of the media;
- (b) Support research into all aspects of women and the media so as to define areas needing attention and action and review existing media policies with a view to integrating a gender perspective;
- (c) Promote women's [full and] equal participation in the media, including management, programming, education, training and research;
- (d) Aim at gender balance in the appointment of women and men to all advisory, management, regulatory or monitoring bodies, including those connected to the private and State or public media;
- (e) Encourage, to the extent consistent with freedom of expression, these bodies to increase the number of programmes for and by women to see to it that women's needs and concerns are properly addressed;
- (f) Encourage and recognize women's media networks, including electronic networks and other new technologies of communication, as a means for the dissemination of information and the exchange of views, including at the international level, and support women's groups active in all media work and systems of communications to that end;
- (g) Encourage and provide the means or incentives for the creative use of programmes in the national media for the dissemination of information on various cultural forms of indigenous people and the development of social and educational issues in this regard within the framework of national law;
- (h) Guarantee the freedom of the media and its subsequent protection within the framework of national law [and encourage the positive involvement of the media in development and social issues].

## 240. By national and international media systems:

Develop, consistent with freedom of expression, regulatory mechanisms, including voluntary ones, that promote balanced and diverse portrayals of women by the media and international communication systems and that promote increased participation by women and men in production and decision-making.

## 241. By Governments, as appropriate, or national machinery for the advancement of women:

- (a) Encourage the development of educational and training programmes for women, to produce information for the mass media, including funding of experimental efforts, and the use of the new technologies of communication, cybernetics space and satellite, whether public or private;

- (b) Encourage the use of communication systems, including new technologies, as a means of strengthening women's participation in democratic processes;
- (c) Facilitate the compilation of a directory of women media experts;
- (d) Encourage the participation of women in the development of professional guidelines and codes of conduct or other appropriate self-regulatory mechanisms to promote balanced and non-stereotyped portrayals of women by the media.

242. By non-governmental organizations and media professional associations:

- (a) Encourage the establishment of media watch groups that can monitor the media and consult with the media to ensure that women's needs and concerns are properly reflected;
- (b) [Consider training] Train women to make greater use of information technology for communication and the media, including at the international level;
- (c) Create networks among and develop information programmes for non-governmental organizations, women's organizations and professional media organizations in order to recognize the specific needs of women in the media, and facilitate the increased participation of women in communication, in particular at the international level, in support of South-South and North-South dialogue among and between these organizations, inter alia, to promote the human rights of women and equality between women and men;
- (d) Encourage the media industry and education and media training institutions to develop, in appropriate languages, traditional, indigenous and other ethnic group forms of media, such as storytelling, drama, poetry and song [reflecting their cultures] [reflecting their own cultural values] [reflecting their moral, ethical and religious values], and utilize these forms of communication to disseminate information on development and social issues.

Strategic objective J.2. Promote a [positive] [balanced and non-stereotyped] portrayal of women in the media

Actions to be taken

243. By Governments and international organizations, to the extent consistent with freedom of expression:

- (a) Promote research and implementation of a strategy of information, education and communication aimed at promoting a balanced portrayal of women and girls and their multiple roles;
- (b) Encourage the media and advertising agencies to develop specific programmes to raise awareness of the Platform for Action;



- (c) Encourage gender-sensitive training for media professionals, including media owners and managers, to encourage the creation and use of ~~{positive}~~ *[non-stereotyped, balanced and diverse images of women in the media]*;
- (d) Encourage the media to refrain from presenting women as inferior beings and exploiting them as sexual objects and commodities, rather than presenting them as creative human beings, key actors and contributors to and beneficiaries of the process of development;
- (e) Promote the concept that the sexist stereotypes displayed in the media are gender discriminatory, degrading in nature and offensive;
- (f) Take effective measures or institute such measures, including appropriate legislation against pornography and the projection of violence against women and children in the media.

244. By the mass media and advertising organizations:

- (a) Develop *[appropriate regulatory mechanisms]* *[professional guidelines and codes of conduct]* and other forms of self-regulation to promote the presentation of non-stereotyped images of women;
- (b) *[Establish professional guidelines and codes of conduct that address violent, degrading or pornographic materials concerning women in the media, including advertising;]*
- (c) Develop a gender perspective on all issues of concern to communities, consumers and civil society;
- (d) Increase women's participation in decision-making at all levels of the media.

245. By the media, non-governmental organizations and the private sector, in collaboration, as appropriate, with national machinery for the advancement of women:

- (a) Promote the equal sharing of family responsibilities through media campaigns that emphasize gender equality and non-stereotyped gender roles of women and men within the family and that disseminate information aimed at eliminating spousal and child abuse and all forms of violence against women, including domestic violence;
- (b) Produce and/or disseminate media materials on women leaders, inter alia, as *[caring mothers and nurturers of happy families]* managers and entrepreneurs, to provide role models, particularly to young women;
- (c) Promote extensive campaigns making use of public and private educational programmes to disseminate information about the human rights of women, the rights of women as provided for in international human rights instruments, and increase awareness of the human rights of women ~~with a view to increasing their awareness about their human rights;~~
- (d) *[Support the development of new]* *[Develop and finance]* alternative media and the use of all means of communications to disseminate information to and about women and their concerns;

- (e) Develop approaches and train experts to apply gender analysis with regard to media programmes.

K. [Lack of adequate recognition and support for] [Promote]  
[women's contribution to managing natural resources and  
safeguarding the environment] [Women and the environment]

246. [Human beings are at the centre of concern for sustainable development. They are entitled to a healthy and productive life in harmony with nature.]\* Women have an essential role to play in the development of sustainable and ecologically sound consumption and production patterns and approaches to natural resource management, as was recognized at the United Nations Conference on Environment and Development and the International Conference on Population and Development and reflected throughout Agenda 21. Awareness of resource depletion, the degradation of natural systems and the dangers of polluting substances increased markedly in the past decade. These worsening conditions are destroying fragile ecosystems and displacing communities, especially women, from productive activities and are an increasing threat to a safe and healthy environment. [The major cause of the continued deterioration of the global environment is the unsustainable pattern of consumption and production, particularly in industrialized countries. Rising sealevels as a result of global warming cause a grave and immediate threat to people living in island countries and coastal areas. The use of ozone-depleting substances, such as products with chlorofluorocarbon, halos, foams and plastics, are severely affecting the atmosphere by allowing harmful ultraviolet rays to reach the Earth's surface, with severe effects on the health of people.]

*(Note: Confirmed the placement of the first two sentences at the head of paragraph 246.)*

247. All States and all people shall cooperate in the essential task of eradicating poverty as an indispensable requirement for sustainable development, in order to decrease the disparities in standards of living and better meet the needs of the majority of the people of the world. Poverty and environmental degradation are closely related. [In addition, war, armed conflicts, foreign occupation and displacements are also closely related to environmental degradation.] The deterioration of natural resources displaces communities, especially women, from income-generating activities while greatly adding to unremunerated work. In both urban and rural areas, environmental degradation results in negative effects on the health, well-being and quality of life of the population at large, especially girls and women of all ages. Particular attention and recognition should be given to the role and the special situation of women living in rural areas and those working in the agricultural sector, where access to training, land, natural and productive resources, credit, development programmes and cooperative structures can help them increase their participation in sustainable development. Environmental risks in the home and workplace may have a disproportionate impact on women's health because of women's different susceptibilities to the toxic effects of various chemicals. These risks to women's health are particularly high [in urban areas as well as in low-income areas], where there is a high concentration of polluting industrial facilities.

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\* The first two sentences are not in question but their inclusion in this section is not yet agreed.



248. Through their management and use of natural resources, women provide sustenance to their families and communities. As consumers and producers, caretakers of their families and educators, women play an important role in promoting sustainable development and in their concern for the quality and sustainability of life for present and future generations. Governments have expressed their commitment to create a new development paradigm that integrates environmental sustainability with gender equality and justice within and between generations as contained in chapter 24 of Agenda 21. 17/

249. Women remain largely absent at all levels of policy formulation and decision-making in natural resource and environmental management, conservation, protection and rehabilitation, and their experience and skills in advocacy for and monitoring of proper natural resource management too often remain marginalized in policy-making and decision-making bodies, as well as in educational institutions and environment-related agencies at the managerial level. Women are rarely trained as professional natural resource managers with policy-making capacities such as land-use planners, agriculturalists, foresters, marine scientists and environmental lawyers. Even in cases where women are trained as professional natural resource managers, they are often underrepresented in formal institutions with policy-making capacities at the national, regional and international levels. Often women are not equal participants in the management of financial and corporate institutions whose decision-making most significantly affects environmental quality. Furthermore, there are institutional weaknesses in coordination between women's non-governmental organizations and national institutions dealing with environmental issues, despite the recent rapid growth and visibility of women's non-governmental organizations working on these issues at all levels.

250. Women have often played leadership roles or taken the lead in promoting an environmental ethic, reducing resource use, and reusing and recycling resources to minimize waste and excessive consumption. Women can have a particularly powerful role in influencing sustainable consumption decisions. In addition, women's contributions to environmental management, including through grass-roots and youth campaigns to protect the environment, have often taken place at the local level, where decentralized action on environmental issues is most needed and decisive. Women, especially indigenous women, have particular knowledge of ecological linkages and fragile ecosystem management. Women in many communities provide the main labour force for subsistence production, including production of seafood; hence, their role is crucial to the provision of food and nutrition, the enhancement of the subsistence and informal sectors and the preservation of the environment. In certain regions, women are generally the most stable members of the community, as men often pursue work in distant locations, leaving women to safeguard the natural environment and ensure adequate and sustainable resource allocation within the household and the community.

251. The strategic actions needed for sound environmental management require a holistic, multidisciplinary and intersectoral approach. Women's participation and leadership are essential to every aspect of that approach. The recent United Nations global conferences on development, as well as regional preparatory conferences for the Fourth World Conference on Women, have all acknowledged that sustainable development policies that do not involve women and men alike will not succeed in the long run. They have called for the effective participation of women in the generation of knowledge and environmental education in decision-making and management at all levels. Women's experiences and contributions to an ecologically sound environment must therefore be central to the agenda for the twenty-first century. Sustainable development will be an



elusive goal unless women's contribution to environmental management is recognized and supported.

252. In addressing the lack of adequate recognition and support for women's contribution to conservation and management of natural resources and safeguarding the environment, 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].

Strategic objective K.1. Involve women actively in environmental decision-making at all levels

Actions to be taken

253. By Governments, at all levels, including municipal authorities, as appropriate:

- (a) [Ensure] opportunities for women, including indigenous women, to participate in environmental decision-making at all levels, including as managers, designers and planners, and as implementers and evaluators of environmental projects;
- (b) Facilitate and increase women's access to information and education, including in the areas of science, technology and economics, thus enhancing their knowledge, skills and opportunities for participation in environmental decisions;
- (c) [Encourage, through national legislation and subject to it, indigenous women's traditional knowledge, innovations, practices and skills, including those concerning traditional medicines, biodiversity and indigenous technologies, ensure that they are protected and improved and are respected, preserved and maintained, as envisaged in the Convention on Biological Diversity, 28/ safeguard their intellectual property rights and encourage the equitable sharing of the benefits arising from the utilization of such knowledge;]
- (d) Take appropriate measures to reduce risks to women from identified environmental hazards at home, at work and in other environments, including appropriate application of clean technologies, taking into account the precautionary approach agreed to in the Rio Declaration on Environment and Development;
- (e) Take measures to integrate ~~{women's concerns and}~~ a gender perspective in the design and implementation of, among other things, environmentally sound and sustainable ~~{energy and}~~ resource management mechanisms, production techniques and infrastructure development in rural and urban areas;
- (f) Take measures to empower women as producers and consumers to take effective environmental actions, along with men, in their homes, communities and workplaces;
- (g) Promote the participation of local communities, particularly women, in identification of public service needs, spatial planning and the provision and design of urban infrastructure.



254. By Governments and international organizations and private sector institutions, as appropriate:

- (a) Take gender impact into consideration in the work of the Commission on Sustainable Development and other appropriate United Nations bodies and in the activities of international financial institutions;
- (b) Promote the involvement of women and the incorporation of a gender perspective in the design, approval and execution of projects funded under the Global Environment Facility and other appropriate United Nations organizations;
- (c) Encourage the design of projects in the areas of concern to the Global Environment Facility that would benefit women and projects managed by women;
- (d) Establish strategies and mechanisms to increase the proportion of women, particularly at grass-roots levels, involved as decision makers, planners, managers, scientists and technical advisers and as beneficiaries in the design, development and implementation of policies and programmes for natural resource management and environmental protection and conservation;
- (e) Encourage social, economic, political and scientific institutions to address environmental degradation and the resulting impact on women.

255. By non-governmental organizations and the private sector:

- (a) Assume advocacy of environmental and natural resource management issues of concern to women and provide information to contribute to resource mobilization for environmental protection and conservation;
- (b) Facilitate the access of women agriculturists, fishers and pastoralists to knowledge, skills, marketing services and environmentally sound technologies to support and strengthen their crucial roles and their expertise in resource management and the conservation of biological diversity.

Strategic objective K.2. Ensure integration of gender concerns and perspectives in policies and programmes for sustainable development

Actions to be taken

256. By Governments:

- (a) Integrate women, including indigenous women, their perspectives and knowledge, on an equal basis with men in decision-making regarding sustainable resource management and the development of policies and programmes for sustainable development, including in particular, those designed to address and prevent environmental degradation of the land;
- (b) Evaluate policies and programmes in terms of environmental impact and women's equal access to and use of natural resources;

- (c) Ensure adequate research to assess how and to what extent women are particularly susceptible or exposed to environmental degradation and hazards, including, as necessary, research and data collection on specific groups of women, particularly women with low income, indigenous women and women belonging to minorities;
- (d) Integrate rural women's traditional knowledge and practices of sustainable resource use and management in the development of environmental management and extension programmes;
- (e) Integrate the results of gender-sensitive research into mainstream policies with a view to developing sustainable human settlements;
- (f) Promote the knowledge of and sponsor research on the role of women, particularly rural and indigenous women, in food gathering and production, soil conservation, irrigation, watershed management, sanitation, coastal zone and marine resource management, integrated pest management, land-use planning, forest conservation and community forestry, fisheries, natural disaster prevention, and new and renewable sources of energy, focusing particularly on indigenous women's knowledge and experience;
- (g) Develop a strategy for change to eliminate all obstacles to women's full and equal participation in sustainable development and equal access to and control over resources;
- (h) Promote the education of girls and women of all ages in science, technology and economics, and other disciplines relating to the natural environment, so that they can make informed choices and offer informed input in determining local economic, scientific and environmental priorities for the management and appropriate use of natural and local resources and ecosystems;
- (i) Develop programmes to involve female professionals and scientists, as well as technical, administrative and clerical workers, in environmental management, develop training programmes for girls and women in these fields, expand opportunities for the hiring and promotion of women in these fields and implement special measures to advance women's expertise and participation in these activities;
- (j) Identify and promote environmentally sound technologies that have been designed, developed and improved in consultation with women and that are appropriate to both women and men;
- (k) Support the development of women's equal access to housing infrastructure, safe water, and sustainable and affordable energy technologies, such as wind, solar, biomass and other renewable sources, through participatory needs assessments, energy planning and policy formulation at the local and national levels;
- (l) Ensure that clean water is available and accessible to all by the year 2000 and that environmental protection and conservation plans are designed and implemented to restore polluted water systems and rebuild damaged watersheds.

257. By international organizations, non-governmental organizations and private sector institutions:



- (a) Involve women in the communication industries in raising awareness regarding environmental issues, especially on the environmental and health impacts of products, technologies and industry processes;
- (b) Encourage consumers to use their purchasing power to promote the production of environmentally safe products and encourage investment in environmentally sound and productive agricultural, fisheries, commercial and industrial activities and technologies;
- (c) Support women's consumer initiatives by promoting the marketing of organic food and recycling facilities, product information and product labelling, including labelling of toxic chemicals and pesticide containers with language and symbols that are understood by consumers, regardless of age and literacy.

Strategic objective K.3. Establish or strengthen mechanisms at the national, regional and international levels to assess the impact of development and environmental policies on women

Actions to be taken

258. By Governments, regional and international organizations and non-governmental organizations, as appropriate:

- (a) Provide technical assistance to women, particularly in developing countries, in the sectors of agriculture, fisheries, small enterprises, trade and industry to ensure the continuing promotion of human resource development and the development of environmentally sound technologies and of women's entrepreneurship;
- (b) Develop gender-sensitive databases, information and monitoring systems and participatory action-oriented research, methodologies and policy analyses with the collaboration of academic institutions and local women researchers on the following:
  - (i) Knowledge and experience on the part of women concerning the management and conservation of natural resources for incorporation in the databases and information systems for sustainable development;
  - (ii) The impact on women of environmental and natural resource degradation, deriving from, inter alia, unsustainable production and consumption patterns, drought, poor quality water, global warming, desertification, sea-level rise, hazardous waste, natural disasters, toxic chemicals and pesticide residues, radioactive waste, armed conflicts [and refugee flows];
  - (iii) Analysis of the structural links between gender relations, environment and development, with special emphasis on particular sectors, such as agriculture, industry, fisheries, forestry, environmental health, biological diversity, climate, water resources and sanitation;

- (iv) Measures to develop and include environmental, economic, [cultural], social and gender-sensitive analyses as an essential step in the development [and monitoring] of programmes and policies;
- (v) Programmes to create rural and urban training, research and resource centres that will disseminate environmentally sound technologies to women;
- (c) [Prohibit the transboundary movement of hazardous toxic and radioactive material waste;]
- (d) Promote coordination within and among institutions to implement the Platform for Action and chapter 24 of Agenda 21. 17/ By, inter-alia, requesting the Commission on Sustainable development, through the Economic and Social Council, *to seek input from the Commission on the Status of Women when reviewing the implementation of agenda 21 with regard to women and the environment.*

L. [Persistent discrimination against and violation of the rights of] [Survival, protection and development of] the girl child

259. The Convention on the Rights of the Child recognizes that "States Parties shall respect and ensure the rights set forth in the present Convention to each child within their jurisdiction without discrimination of any kind, irrespective of the child's or his or her parent's or legal guardian's race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or status" (article 2, para. 1). 10/ ~~{ "States Parties shall respect the responsibilities, rights and duties of parents or, where applicable, the members of the extended family or community as provided for by local custom, legal guardians or other persons legally responsible for the child, to provide, in a manner consistent with the evolving capacities of the child, appropriate direction and guidance in the exercise by the child of the rights recognized in the present Convention" (article 5). 10/ }~~ However, in many countries available indicators show that the girl child is discriminated against from [conception/infancy,] through her childhood and into adulthood. [In some areas of the world, men outnumber women by 5 in every 100. The reasons for the discrepancy, for the millions of missing women, include, among other things, harmful attitudes and practices, such as female genital mutilation, son preference - which results in female infanticide [and foeticide/ prenatal sex selection] - early marriage, violence against women, prostitution, sexual abuse, discrimination against girls in food allocation and other practices related to health and well-being. As a result, fewer girls than boys survive into adulthood].

260. Girls are often treated as inferior and are socialized to put themselves last, thus undermining their self-esteem. Discrimination and neglect in childhood can initiate a lifelong downward spiral of deprivation and exclusion from the social mainstream. Initiatives should be taken to prepare girls to participate actively, effectively and equally with boys in all levels of social, economic, political and cultural leadership.

261. Gender-biased educational processes, including curricula, educational materials and practices, teachers' attitudes and classroom interaction, reinforce existing gender inequalities.



262. Girls and adolescents may receive a variety of conflicting and confusing messages on their gender roles from their parents, teachers, peers and the media. Women and men need to work together with children and youth to break down persistent gender stereotypes (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.)

263. Although the number of educated children has grown in the past 20 years in some countries, boys have proportionately fared much better than girls. In 1990, 130 million children had no access to primary school; of these, 81 million were girls. [This can be attributed to such factors as customary attitudes, child labour, early marriages, lack of funds and lack of adequate schooling facilities, and teenage pregnancies.] [In some countries the shortage of women teachers can inhibit the enrolment of girls.] In many cases, girls start to undertake heavy domestic chores at a very early age and are expected to manage both educational and domestic responsibilities, often resulting in poor scholastic performance and an early drop-out from schooling.

264. The percentage of girls enrolled in secondary school remains significantly low in many countries. Girls are often not encouraged or given the opportunity to pursue scientific and technological training and education, which limits the knowledge they require for their daily lives and their employment opportunities.

265. Girls are less encouraged than boys to participate in and learn about the social, economic and political functioning of society, with the result that they are not offered the same opportunities as boys to take part in the decision-making processes.

266. Existing discrimination against the girl child in her access to nutrition and physical and mental health services endangers her current and future health. An estimated 450 million adult women in developing countries are stunted as a result of childhood protein-energy malnutrition.

267. [The International Conference on Population and Development recognized, in paragraph 7.3 of the Programme of Action, 13/ that "full attention should be given to the promotion of mutually respectful and equitable gender relations and particularly to meeting the educational and service needs of adolescents to enable them to deal in a positive and responsible way with their sexuality".] [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,] [responsible sexual behaviour, sensitivity and equality in gender relations, particularly when instilled during the formative years, enhance and promote respectful and harmonious partnerships between women and men. Support should be given to integrating sexual education for young people with parental support and guidance that stresses the responsibility of males for their own sexuality and fertility and that help them exercise their responsibilities.]

268. More than 15 million girls aged 15 to 19 give birth each year. Motherhood at a very young age entails complications during pregnancy and delivery and a risk of maternal death that is much greater than average. The children of young mothers have higher levels of morbidity and mortality. 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, early marriage and early motherhood can severely curtail educational and employment opportunities and are likely to have a long-term adverse impact on their and their children's quality of life.

269. Sexual violence and sexually transmitted diseases, including HIV/AIDS, have a devastating effect on children's health, and girls are more vulnerable than boys to the consequences of [unprotected sexual relations/premature and irresponsible sexual behaviour]. Girls often face pressures to engage in sexual activity. Due to factors such as their youth, social pressures, lack of protective laws, or failure to enforce laws, girls are more vulnerable to all kinds of violence, particularly sexual violence, including rape, sexual abuse, prostitution, trafficking [including trafficking in human organs and tissue], and forced labour.

270. [Besides living with all the problems peculiar to girls, the disabled girl child has to cope additionally with discrimination for being disabled.]

271. Some children are particularly vulnerable, especially the abandoned, homeless and displaced, street children and children in areas in conflict, and children who are discriminated against because they belong to an ethnic or racial minority group.

272. All barriers must therefore be eliminated to enable girls [in all their diversity] to develop their full potential and skills through equal access to education and training, nutrition, physical and mental health care and related information.

273. [In addressing issues concerning children and youth, Governments 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 girls and boys respectively].]

Strategic objective L.1. Eliminate all forms of discrimination against the girl child

Actions to be taken

274. By Governments:

- (a) By States that have not signed or ratified the Convention on the Rights of the Child, *take urgent measures towards signing and ratifying the Convention, bearing in mind the strong exhortation made at Vienna to sign it before the end of 1995*, and by States that have signed and ratified the Convention, ensure its full implementation through the adoption of all necessary legislative, administrative, and other measures and by fostering an enabling environment that encourages full respect for the rights of children;
- (b) Consistent with article 7 of the Convention on the Rights of the Child, take measures to ensure that a child is registered immediately after birth and has the right from birth to a name, the right to acquire a nationality and [as far as possible] the right to know and be cared for by his or her parents; 10/
- (c) Take steps to ensure that children receive appropriate financial support from their parents, by, among other measures, enforcing child-support laws;
- (d) [Enact, as appropriate, and enforce legislation that would guarantee equal succession and inheritance rights of children, regardless of



sex.] [As appropriate, enact legislation that would guarantee the succession and inheritance rights of the girl child];

- (e) Enact and strictly enforce laws to ensure that marriage is *only* entered into with the free and full consent of the intending spouses. In addition, enact and strictly enforce laws concerning the minimum legal age of consent and the minimum age for marriage and raise the minimum age for marriage where necessary;
- (f) Develop and implement comprehensive policies, plans of action and programmes for the survival; protection, development and advancement of the girl child to promote and protect the full enjoyment of her [universal human] rights and to ensure equal opportunities for girls; these plans should form an integral part of the total development process;
- (g) Ensure the disaggregation by sex and age of all data related to children in the health, education and other sectors, in order to include a gender perspective in planning, implementation and monitoring of such programmes.

275. By Governments and international and non-governmental organizations:

- (a) Disaggregate information and data on children by sex and age, undertake research on the situation of girls and integrate, as appropriate, the results in the formulation of policies, programmes and decision-making for the advancement of the girl child;
- \* (b) Generate social support for the enforcement of laws on the minimum legal age for marriage, in particular by providing educational opportunities for girls.

Strategic objective L.2. Eliminate negative cultural attitudes and practices against girls

Actions to be taken

276. By Governments:

- (a) Encourage and support, as appropriate, non-governmental organizations and community-based organizations in their efforts to promote changes in negative attitudes and practices towards girls;
- (b) Set up educational programmes and develop teaching materials and textbooks that will sensitize and inform adults about the harmful effects of certain traditional or customary practices on girl children;
- (c) Develop and adopt curricula, teaching materials and textbooks to improve the self-image, lives and work opportunities of girls, particularly in areas where women have traditionally been underrepresented, such as mathematics, science and technology;

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\* Location of subparagraph is to be decided; it will probably be placed under strategic objective L.2.

- (d) [Take steps so that the traditional and religious attire [and practices] of girls is [are] not a basis for discrimination in educational institutions.]

277. By Governments and international and non-governmental organizations [as appropriate]:

- (a) Promote an educational setting that eliminates all barriers that impede the schooling of married and/or pregnant girls and young mothers, including, as appropriate, affordable and physically accessible child-care facilities and parental education to encourage those who have responsibilities for the care of their children and siblings during their school years to return to, or continue with, and complete schooling;
- (b) Encourage educational institutions and the media to adopt and project balanced and non-stereotyped images of girls and boys, and work to eliminate child pornography and degrading and violent portrayals of the girl child;
- (c) [Eliminate all forms of discrimination against the girl child and the root causes of son preference, which result in harmful and unethical practices such as female infanticide and prenatal sex selection; this is often compounded by the increasing use of technologies to determine foetal sex, resulting in abortion of female foetuses;]
- (d) Develop policies and programmes, giving priority to formal and informal education programmes that support and enable girls to acquire knowledge, develop self-esteem and take responsibility for their own lives; place special focus on programmes to educate women and men, especially parents, on the importance of girl's physical and mental health and well-being, including the elimination of discrimination against girls in food allocation, early marriage, violence against girls, female genital mutilation, child prostitution, sexual abuse, rape and incest.

Strategic objective L.3. [Increase public awareness of the value, needs and rights of the girl child,]  
[including the girl child with special  
needs and in difficult circumstances,  
and the need to strengthen her self-  
image, self-esteem and status]

#### Actions to be taken

278. By Governments and international and non-governmental organizations:

- (a) Generate awareness of the disadvantaged situation of girls among policy makers, planners, administrators and implementors at all levels, as well as within households and communities;
- (b) Make the girl child, particularly the girl child in difficult circumstances, aware of her own potential, educate her about the rights guaranteed to her under all international human rights instruments, including the Convention on the Rights of the Child, legislation enacted for her and the various measures undertaken by



both governmental and non-governmental organizations working to improve her status;

- (c) Educate women, men, girls and boys to promote girls' status and encourage them to work towards mutual respect and equal partnership between girls and boys;
- (d) Facilitate the equal provision of appropriate services and devices to girls with disabilities and provide, as appropriate, their families with related support services.

Strategic objective L.4. Eliminate discrimination against girls in education, skills development and training

Actions to be taken

279. By Governments:

- (a) Ensure universal and equal access to and completion of primary education by all children and eliminate the existing gap between girls and boys, as stipulated in article 28 of the Convention on the Rights of the Child; 10/ similarly, ensure equal access to secondary education by the year 2005 and equal access to higher education, including vocational and technical education for all girls and boys and including the disadvantaged and gifted;
- (b) Take steps to integrate functional literacy and numeracy programmes, particularly for out-of-school girls in development programmes;
- (c) Promote human rights education in educational programmes and include in human rights education the fact that the human rights of women and of the girl child are an inalienable integral and indivisible part of universal human rights;
- (d) Increase enrolment and improve retention rates of girls by allocating appropriate budgetary resources, by enlisting the support of the community and parents through campaigns and flexible school schedules, incentives, scholarships, access programmes for out-of-school girls and other measures;
- (e) Develop training programmes and materials for teachers and educators, raising awareness about their own role in the educational process, with the view to providing them with effective strategies for gender-sensitive teaching;
- (f) Take actions to ensure that female teachers and professors have the same possibilities and status as male teachers and professors.

280. By Governments and international and non-governmental organizations:

- (a) Provide education and skills training to increase girls opportunities for employment and access to decision-making processes;
- (b) Provide education to increase girls' knowledge and skills related to the functioning of economic, financial and political systems;

- (c) Ensure access to appropriate education and skills-training to girl children with disabilities for their full participation in life;
- (d) Promote full and equal participation of girls in extracurricular activities, such as sports, drama and cultural activities.

Strategic objective L.5. Eliminate discrimination against girls in health and nutrition

Actions to be taken

281. By Governments and international and non-governmental organizations:

- (a) Provide public information on the removal of discriminatory practices against girls in food allocation, nutrition and access to health services;
- (b) Sensitize the girl child, parents, teachers and society concerning good general health and nutrition and raise awareness of the health dangers and other problems connected with early pregnancies [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];
- (c) Strengthen and reorient health education and health services, particularly primary health care programmes [including sexual and reproductive health] and design quality health programmes to meet the physical and mental needs of 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,] and to give attention to young, expectant and nursing mothers;
- (d) Establish peer education and outreach programmes with a view to strengthening individual and collective action to reduce the vulnerability of girls to HIV/AIDS and other sexually transmitted diseases, [as agreed in the Programme of Action of the International Conference on Population and Development,] [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];
- (e) Ensure education and dissemination of information to girls, especially among adolescents, regarding the physiology of reproduction, [reproductive and sexual health, as agreed in the Programme of Action of the International Conference on Population and Development] [and the knowledge of all safe methods of family planning, and control and prevention of HIV/AIDS and other sexually transmitted diseases,] [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];
- (f) Include health and nutritional training as an integral part of literacy programmes and school curricula starting at the primary level for the benefit of the girl child;



- (g) Emphasize the role and responsibility of adolescents in sexual and reproductive health and behaviour through the provision of appropriate services and counselling [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,] [taking into account the reservations and declarations on that document and 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];
- (h) Develop information and training programmes for health planners and implementors on the special health needs of the girl child;
- (i) Take all the appropriate measures with a view to abolishing traditional practices prejudicial to the health of children, as stipulated in Article 24 of the Convention on the Rights of the Child. 10/

Strategic objective L.6. [Eliminate the economic exploitation of child labour and protect young girls at work]

Actions to be taken

282. By Governments:

- (a) In conformity with article 32 of the Convention on the Rights of the Child, 10/ protect children from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development;
- (b) Define a minimum age for child [employment], including girls under national legislation in all sectors of activity;
- (c) Protect young girls at work, inter alia, through:
  - (i) A minimum age or ages for admission to [employment];
  - (ii) Strict monitoring of work conditions (respect for work time, prohibition of work by children not provided for by national legislation, and monitoring of hygiene and health conditions at work);
  - (iii) Application of social security coverage;
  - (iv) Establishment of continuous training and education;
- (d) Strengthen, where necessary, legislation governing the work of children and provide for appropriate penalties or other sanctions to ensure effective enforcement of the legislation;
- (e) Use existing international labour standards, including, as appropriate, ILO standards for the protection of working children, to guide the formulation of national labour legislation and policies.

Strategic objective L.7. Eradicate violence against  
[girls] [the girl child]

Actions to be taken

283. By Governments and international and non-governmental organizations:

- (a) [Take effective actions and measures to enact and enforce legislation] to protect the safety and security of girls from all forms of violence at work, including training programmes and support programmes, and take measures to eliminate incidents of sexual harassment towards girls in educational and other institutions;
- (b) Take appropriate legislative, administrative, social and educational measures to protect the girl child, in the household and in society, from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse;
- (c) [Undertake gender sensitization training] for those involved in healing and rehabilitation and other assistance programmes for girls who are victims of violence and promote programmes of information, support and training for such girls;
- (d) [Enact and enforce legislation] protecting girls from all forms of violence, including infanticide, [female foeticide/prenatal sex selection], genital mutilation, incest, sexual abuse, sexual exploitation, child prostitution and child pornography, and develop age-appropriate [safe and confidential] programmes and [medical and psychological] support services [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 assist girls who are subject to violence.

Strategic objective L.8. Educate the girl child about social,  
economic and political issues and  
problems

Actions to be taken

284. By Governments and international and non-governmental organizations:

- (a) Provide access for girls to training, information and media on social, cultural, economic and political issues and enable them to articulate their views;
- (b) Support non-governmental organizations, in particular youth non-governmental organizations, in their efforts to promote the equality and participation of girls in society.

[Strategic objective L.9. [Strengthen [the role of the family]  
[family responsibility] in advancing  
the status of the girl child]



Actions to be taken

285. By Governments, in cooperation with non-governmental organizations:

- (a) Formulate policies and programmes to help [the family] [families] in [its] [their] supporting, educating and nurturing roles, with particular emphasis on the elimination of intra family discrimination against the girl child;
- (b) Provide an environment conducive to the strengthening of [the family] [families], with a view to providing supportive and preventive measures [for the protection of the girl child] [which protect and respect the girl child];
- (c) [Promote education and campaign for] [Educate and encourage] parents and care givers to [enhance equal treatment for girls and boys] [treat girls and boys equally] and to ensure shared responsibilities between girls and boys in the family.]

Chapter V

## INSTITUTIONAL ARRANGEMENTS

286. The Platform for Action establishes a set of actions that should lead to fundamental change. Immediate action and accountability are essential if the targets are to be met by the year 2000. Implementation is primarily the responsibility of Governments, but is also dependent on a wide range of institutions in the public, private and non-governmental sectors at the community, national, subregional/regional and international levels.

287. During the United Nations Decade for Women (1976-1985), many institutions specifically devoted to the advancement of women were established at the national, regional and international levels. At the international level, the International Research and Training Institute for the Advancement of Women (INSTRAW), the United Nations Development Fund for Women (UNIFEM), and the Committee to monitor the Convention on the Elimination of All Forms of Discrimination against Women were established. These entities, along with the Commission on the Status of Women and its secretariat, the Division for the Advancement of Women, became the main institutions in the United Nations specifically devoted to women's advancement globally. At the national level, a number of countries established or strengthened national mechanisms to plan, advocate for and monitor progress in the advancement of women.

288. Implementation of the Platform for Action by national, subregional/regional and international institutions, both public and private, would be facilitated by transparency, by increased linkages between networks and organizations and by a consistent flow of information among all concerned. Clear objectives and accountability mechanisms are also required. Links with other institutions at the national, subregional/regional and international levels and with networks and organizations devoted to the advancement of women are needed.

289. Non-governmental and grass-roots organizations have a specific role to play in creating a social, economic, political and intellectual climate based on equality between women and men. Women should be actively involved in the implementation and monitoring of the Platform for Action.



290. Effective implementation of the Platform will also require changes in the internal dynamics of institutions and organizations, including values, behaviour, rules and procedures *that are inimical to the advancement of women.* [Sexual harassment, including treatment of women as sex objects, should be eliminated.]

291. National, subregional/regional and international institutions should have strong and clear mandates and the authority, resources and accountability mechanisms needed for the tasks set out in the Platform for Action. Their methods of operation should ensure efficient and effective implementation of the Platform. There should be a clear commitment to international norms and standards of equality [and equity] between women and men as a basis for all actions [with respect to the cultural values of nations].

292. To ensure effective implementation of the Platform for Action and to enhance the work for the advancement of women at the national, subregional/regional and international levels, Governments, the United Nations system and all other relevant organizations should promote an active and visible policy of mainstreaming a gender perspective, inter alia, in the monitoring and evaluation of all policies and programmes.

#### A. National level

293. Governments have the primary responsibility for implementing the Platform for Action. Commitment at the highest political level is essential to its implementation, and Governments should take a leading role in coordinating, monitoring and assessing progress in the advancement of women. [To this end, Governments have been invited to state their own specific national commitments for priority action within the context of the Platform for Action. These specific commitments will result in practical outcomes for women and girls and will ensure that the Fourth World Conference on Women is a conference of commitments. The specific commitments announced by individual Governments at the Conference appear in an annex to the report of the Conference.]

294. National mechanisms and institutions for the advancement of women should participate in public policy formulation and encourage the implementation of the Platform for Action through various bodies and institutions, including the private sector, and, where necessary, should act as a catalyst in developing new programmes by the year 2000 in areas that are not covered by existing institutions.

295. The active support and participation of a broad and diverse range of other institutional actors should be encouraged, including legislative bodies, academic and research institutions, professional associations, trade unions, cooperatives, local community groups, non-governmental organizations, including women's organizations [and feminist movements], the media, religious groups, youth organizations and cultural groups, as well as financial and non-profit organizations.

296. In order for the Platform for Action to be implemented, it will be necessary for Governments to establish or improve the effectiveness of national machineries for the advancement of women at the highest political level, appropriate intra- and inter-ministerial procedures and staffing, and other institutions with the mandate and capacity to broaden women's participation and integrate gender analysis into policies and programmes. The first step in this process for all institutions should be to review their objectives, programmes



and operational procedures in terms of the actions called for in the Platform. A key activity should be to promote public awareness and support for the goals of the Platform for Action, inter alia, through the mass media and public education.

297. As soon as possible, preferably by the end of 1995, Governments, in consultation with relevant institutions and non-governmental organizations, should begin to develop implementation strategies for the Platform and, preferably by the end of 1996, should have developed their strategies or plans of action. This planning process should draw upon persons at the highest level of authority in Government and relevant actors in civil society. These implementation strategies should be comprehensive, have time-bound targets and benchmarks for monitoring, and include proposals for allocating or reallocating resources for implementation. Where necessary, the support of the international community could be enlisted, including resources.

298. Non-governmental organizations should be encouraged to contribute to the design and implementation of these strategies or national plans of action. They should also be encouraged to develop their own programmes to complement government efforts. Women's organizations [and feminist movements] in collaboration with other non-governmental organizations should be encouraged to organize networks, as necessary, to advocate for and support the implementation of the Platform for Action by Governments and regional and international bodies.

299. Governments should commit themselves to gender balance, inter-alia, through the creation of special mechanisms, in all governments appointed committees, boards and other relevant official bodies, as appropriate, as well as in all international bodies, institutions and organizations, notably by presenting and promoting more women candidates.

*299 bis. Regional and international organizations, in particular development institutions, especially the International Research and Training Institute for the Advancement of Women (INSTRAW), the United Nations Development Fund for Women (UNIFEM) and bilateral donors; should provide financial and advisory assistance to national machinery in order to increase its ability to gather information, develop networks and carry out its mandate; in addition to strengthening international mechanisms to promote the advancement of women through their respective mandates, in cooperation with Governments.*

#### B. Subregional/regional level

300. The regional commissions of the United Nations and other subregional/regional structures should promote and assist the pertinent national institutions in monitoring and implementing the global Platform for Action within their mandates. This should be done in coordination with the implementation of the respective regional platforms or plans of action and in close collaboration with the Commission on the Status of Women, taking into account the need for a coordinated follow-up to United Nations conferences in the economic, social, [human rights] and related fields.

301. In order to facilitate the regional implementation, monitoring and evaluation process, the Economic and Social Council should consider reviewing the institutional capacity of the United Nations regional commissions within their mandates, including their women's units/focal points, to deal with gender issues in the light of the Platform for Action, as well as the regional

platforms or plans for action. Consideration should be given, inter alia, and where appropriate, to strengthening capacity in this respect.

302. Within their existing mandates and activities, the regional commissions should mainstream women's issues and gender perspectives and should also consider the establishment of mechanisms and processes to ensure the implementation and monitoring of both the Platform for Action and the regional plans and platforms for action. The regional commissions should, within their mandates, collaborate on gender issues with other regional intergovernmental organizations, non-governmental organizations, financial and research institutions and the private sector.

303. Regional offices of the specialized agencies of the United Nations system should, as appropriate, develop and publicize a plan of action for implementing the Platform for Action, including the identification of time-frames and resources. Technical assistance and operational activities at the regional level should establish well-identified targets for the advancement of women. To this end, regular coordination should be undertaken among United Nations bodies and agencies.

304. Non-governmental organizations within the region should be supported in their efforts to develop networks to coordinate advocacy and dissemination of information about the global Platform for Action and the respective regional platforms or plans of action.

### C. International level

#### 1. United Nations

305. The Platform for Action needs to be implemented through the work of all of the bodies and organizations of the United Nations system during the period 1995-2000, specifically and as an integral part of wider programming. An enhanced framework for international cooperation for gender issues must be developed during the period 1995-2000 in order to ensure the integrated and comprehensive implementation, follow-up and assessment of the Platform for Action, taking into account the results of global United Nations summits and conferences. The fact that at all of these summits and conferences, Governments have committed themselves to the empowerment of women in different areas, makes coordination crucial to the follow-up strategies for this Platform for Action. [Note should also be taken in this context of the discussions on the Agenda for Development and the Agenda for Peace.]

306. The institutional capacity of the United Nations system to carry out and coordinate its responsibility for implementing the Platform for Action, as well as its expertise and working methods to promote the advancement of women, should be improved.

307. Responsibility for ensuring the implementation of the Platform for Action and the integration of a gender perspective into all policies and programmes of the United Nations system must rest at the highest levels.

308. To improve the system's efficiency and effectiveness in providing support for equality and women's empowerment at the national level and to enhance its capacity to achieve the objectives of the Platform for Action, there is a need to renew, reform and revitalize various parts of the United Nations system. This would include reviewing and strengthening the strategies and working



methods of different United Nations mechanisms for the Advancement of Women, with a view to rationalizing and, as appropriate, strengthening their advisory catalytic and monitoring functions in relations to mainstreaming bodies and agencies. Women/gender units are important for effective mainstreaming, but strategies must be further developed to prevent inadvertent marginalization as opposed to mainstreaming of the gender dimension throughout all operations].

309. [In undertaking this overall review and effort to renew, reform and revitalize various parts of the United Nations system, consideration should be given to establishing a high-level post in the office of the Secretary-General with the mandate of advising the Secretary-General in his oversight of system-wide integration of gender concerns. This person should advise the Secretary-General on the system-wide achievement of the gender integration goals adopted by the Fourth World Conference on Women and set out by previous world conferences and should address United Nations action in all fields.]

310. In following up the Fourth World Conference on Women, all entities of the United Nations system focusing on the advancement of women should have the necessary [resources and support] to carry out follow-up activities. The efforts of gender focal points within organizations should be well integrated into overall policy, planning, programming and budgeting.

311. Action must be taken by the United Nations and other international organizations to eliminate barriers to the advancement of women within their organizations in accordance with the Platform for Action.

~~312. {The United Nations should organise a mid-term world conference on women to assess the implementation of the Platform for Action.}~~

#### General Assembly

313. The General Assembly, as the highest intergovernmental body in the United Nations, is the principal policy-making and appraisal organ on matters relating to the follow-up to the Conference, and as such, should integrate gender issues throughout its work. It should appraise progress in the effective implementation of the Platform for Action, recognizing that these issues cut across social, political and economic policy. At its fiftieth session, in 1995, the General Assembly will have before it the report of the Fourth World Conference on Women. In accordance with its resolution 49/161, it will also examine a report of the Secretary-General on the follow-up to the Conference, taking into account the recommendations of the Conference. The General Assembly should include the follow-up to the Conference as part of its continuing work on the advancement of women. In 1996, 1998 and 2000, it should review the implementation of the Platform for Action.

#### Economic and Social Council

314. The Economic and Social Council, in the context of its role under the Charter of the United Nations and in accordance with General Assembly resolutions 45/264, 46/235 and 48/162, would oversee system-wide coordination in the implementation of the Platform for Action and make recommendations in this regard. The Council should be invited to review the implementation of the Platform for Action, giving due consideration to the reports of the Commission on the Status of Women. As coordinating body, the Council should be invited to review the mandate of the Commission on the Status of Women, taking into account the need for effective coordination with other related commissions and Conference follow-up. The Council should incorporate gender issues into its

discussion of all policy questions, giving due consideration to recommendations prepared by the Commission. It should consider dedicating at least one high-level segment before the year 2000 to the advancement of women and implementation of the Platform for Action with the active involvement and participation, inter alia, of the specialized agencies, including the World Bank and IMF.

315. The Council should consider dedicating at least one coordination segment before the year 2000 to coordination of the advancement of women, based on the revised system-wide medium-term plan for the advancement of women.

316. The Council should consider dedicating at least one operational activities segment before the year 2000 to the coordination of development activities related to gender, based on the revised system-wide medium-term plan for the advancement of women, with a view to instituting guidelines and procedures for implementation of the Platform for Action by the funds and programmes of the United Nations system.

317. The Administrative Committee on Coordination (ACC) should consider how its participating entities might best coordinate their activities, inter alia, through existing procedures at the inter-agency level for ensuring system-wide coordination to implement and help follow up the objectives of the Platform for Action.

#### [Commission on the Status of Women]

318. The General Assembly and the Economic and Social Council are invited to review the mandate of the Commission on the Status of Women, taking into account the Platform for Action as well as the need for synergy with other related commissions and Conference follow-up.

319. As a functional commission assisting the Economic and Social Council, the Commission on the Status of Women should have a central role in monitoring the implementation of the Platform for Action and advising the Council thereon. It should have a clear mandate along with the necessary financial support to permit it to undertake regular monitoring and to enable it to coordinate the reporting on implementation of the Platform for Action with relevant organizations of the United Nations system, particularly those concerned with the advancement of women, and various regional and national machineries and focal points.

320. To help the Commission formulate and monitor a system-wide approach to implementation, it should receive monitoring reports, including reports from organizations and agencies of the United Nations system. The effect of this would be to make the Commission the gender analysis arm of the Economic and Social Council. This would help strengthen the Council's policy coordination function.

321. The Commission, in developing its work programme for the period 1996-2000, should review the critical areas of concern in the Platform for Action and prepare its agenda so as to integrate an item on follow-up to the World Conference on Women, including gender analysis of critical issues before the United Nations, the content of which would be determined by the issues being taken up by the Economic and Social Council and the General Assembly.]

#### Other functional commissions



322. Within their mandates, other functional commissions of the Economic and Social Council should also take due account of the Platform for Action and ensure the integration of gender aspects in their respective work.

Committee on the Elimination of Discrimination against Women and other treaty bodies

323. The Committee on the Elimination of Discrimination against Women, in implementing its responsibilities under the Convention on the Elimination of All Forms of Discrimination against Women, should, within its mandate, take into account the Platform for Action when considering the reports submitted by States parties.

324. States Parties to the Convention on the Elimination of All Forms of Discrimination against Women are invited, when reporting under article 18 of the Convention, to include information on measures taken to implement the Platform for Action in order to facilitate the Committee on the Elimination of Discrimination against Women in monitoring effectively women's ability to enjoy the rights guaranteed by the Convention.

325. The ability of the Committee on the Elimination of Discrimination against Women to monitor implementation of the Convention should be strengthened through the provision of human and financial resources within the regular budget of the United Nations, including expert legal assistance and, in accordance with General Assembly resolution 49/164 and the decision made by the meeting of State Parties held in May 1995, sufficient meeting time for the Committee. The Committee should increase its coordination with other human rights treaty bodies, taking into account the recommendations in the Vienna Declaration and Programme of Action.

326. Within their mandate, other treaty bodies should also take due account of the implementation of the Platform for Action and ensure the integration of the equal status and [universal] human rights of women in their work.

United Nations Secretariat

Office of the Secretary-General

327. The Secretary-General is requested to assume responsibility for coordination of policy within the United Nations for the implementation of the Platform for Action and for the mainstreaming of a system-wide gender perspective in all activities of the United Nations, taking into account the mandates of the bodies concerned. The Secretary-General should consider specific measures for ensuring effective coordination in the implementation of these objectives.

Division for the Advancement of Women

328. The primary function of the Division for the Advancement of Women of the Department for Policy Coordination and Sustainable Development is to provide substantive servicing to the Commission on the Status of Women and other intergovernmental bodies when they are concerned with the advancement of women, as well as to the Committee on the Elimination of Discrimination against Women. It has been designated a focal point for the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women. In the light of the review of the mandate of the Commission on the Status of Women, as set out in paragraph 314, the functions of the Division for the Advancement of Women will



also need to be assessed. The Secretary-General is requested to ensure more effective functioning of the Division, by, inter-alia, providing sufficient human and financial resources within the regular budget of the United Nations.

329. The Division should examine the obstacles to the advancement of women through the application of gender impact analysis in policy studies for the Commission on the Status of Women and through support to other subsidiary bodies. After the Fourth World Conference on Women it should play a coordinating role in preparing the revision of the system-wide medium-term plan for the advancement of women for the period 1996-2001 and should continue serving as the secretariat for inter-agency coordination for the advancement of women. It should continue to maintain a flow of information with national commissions, national institutions for the advancement of women and non-governmental organizations with regard to implementation of the Platform for Action.

#### Other units of the United Nations Secretariat

330. The various units of the United Nations Secretariat should examine their programmes to determine how they can best contribute to the coordinated implementation of the Platform for Action. Proposals for implementation of the Platform need to be reflected in the revision of the system-wide medium-term plan for the advancement of women for the period 1996-2001, as well as in the proposed United Nations medium-term plan for the period 1998-2002. The content of the actions will depend on the mandates of the bodies concerned.

331. Existing and new linkages should be developed throughout the Secretariat in order to ensure that the gender perspective is introduced as a central dimension in all activities of the Secretariat.

332. The Office of Human Resources Management should, in collaboration with programme managers worldwide, and in accordance with the strategic plan of action for the improvement of the status of women in the Secretariat (1995-2000), continue to accord priority to the recruitment and promotion of women in posts subject to geographical distribution, particularly in senior policy-level and decision-making posts, in order to achieve the goals set out in General Assembly resolutions 45/125 and 45/239 C and reaffirmed in General Assembly resolutions 46/100, 47/93, 48/106 and 49/167. The training service should design and conduct regular gender-sensitivity training or include gender-sensitivity training in all of its activities.

333. The Department of Public Information should seek to integrate a gender perspective in its general information activities, and, within existing resources, strengthen and improve its programmes on women and the girl child. To this end, the Department should formulate a multimedia communications strategy to support the implementation of the Platform for Action, taking new technology fully into account. Regular outputs of the Department should promote the goals of the Platform, particularly in developing countries.

334. The Statistical Division of the Department for Economic and Social Information and Policy Analysis should have an important coordinating role in international work in statistics, as described above in section IV, strategic objective H.3.

#### International Research and Training Institute for the Advancement of Women



335. ~~{In conformity with its mandates in research, training and the dissemination of information for the advancement of women, the International Research and Training Institute for the Advancement of Women (INSTRAW) should review its work programme in the light of the Platform for Action, which, together with Agenda 21, the Vienna Declaration and Programme of Action, the Programme of Action of the International Conference on Population and Development and the Programme of Action of the World Summit for Social Development, will provide guidelines for the development of a programme for implementing those aspects of the Platform for Action that fall within its mandate. It should identify those types of research and research methodologies to be given priority, strengthen national capacities to carry out women's studies and gender research, including research on the status of the girl child, and develop networks of research institutions that can be mobilized for that purpose. The proposed gender research should reflect the periodic changes in the socio-economic status of women and the girl child in various regions. It should identify those types of education and training that can effectively be supported and promoted by the Institute, which will also serve as a focal point for gender training in the United Nations system as a whole within its field of competence.}~~

(Alternative)

~~{In conformity with its mandates in research, training and the dissemination of information for the advancement of women, the International Research and Training Institute for the Advancement of Women (INSTRAW), as the only United Nations organization whose aim is to promote research and training on women's situation and development, should review its work programme in the light of the Platform for Action, together with Agenda 21, the Vienna Declaration and Programme of Action, the Programme of Action of the International Conference on Population and Development and the Programme of Action of the World Summit for Social Development, and develop a programme for implementing those aspects of the Platform for Action that fall within its mandate. It should identify those types of research and research methodologies to be given priority, strengthen national capacities to carry out women's studies and gender research including research on the status of the girl child, and develop networks of research institutions that can be mobilized for that purpose. The proposed gender research should reflect the periodic changes in the socio-economic status of women and the girl child in various regions. It should identify those types of education and training that can effectively be supported and promoted by the Institute, which will also serve as a focal point for gender training in the United Nations system as a whole as appropriate.}~~

The International Research and Training Institute for the Advancement of Women (INSTRAW) has a mandate to promote research and training on women's situation and development. In light of the Platform for Action, INSTRAW should review its work programme and develop a programme for implementing those aspects of the Platform for Action that falls within its mandate. It should identify those types of research and research methodologies to be given priority, strengthen national capacities to carry out women's studies and gender research, including that on the status of the girl child, and develop networks of research institutions that can be mobilized for that purpose. It should also identify those types of education and training that can be effectively supported and promoted by the Institute.

United Nations Development Fund for Women



~~336. {As an autonomous fund in association with UNDP, the United Nations Development Fund for Women (UNIFEM) increases options and opportunities for women's economic and social development in developing countries by providing technical and financial assistance to incorporate the women's dimension into development at all levels. UNIFEM should review and strengthen its work programme for implementing the Platform for Action. UNIFEM should be given adequate resources to enable it to undertake concrete actions and activities for the implementation of the Platform for Action. Its advocacy role should be increased by fostering international awareness of women's empowerment. Adequate resources for carrying out its functions should be made available.}~~

(Alternative to paragraph 336)

~~{The United Nations Development Fund for Women (UNIFEM) is the only entity in the United Nations system with the mandate of increasing options and opportunities for women's economic and social development in developing countries by providing technical and financial assistance to incorporate the women's dimension into development at all levels. Therefore, UNIFEM should review and strengthen its work programme in the light of the Platform for Action and the recommendations resulting from recent summits and conferences, all of which emphasize empowering women in the social and economic spheres. To that end, UNIFEM should be strengthened in order to enable it to undertake concrete actions and activities for the implementation of the Platform for Action. Its advocacy role should be increased by fostering international awareness and multilateral policy dialogue on women's empowerment, and adequate resources for carrying out its functions should be made available.}~~

*The United Nations Development Fund for Women (UNIFEM) has the mandate to increase options and opportunities for women's economic and social development in developing countries by providing technical and financial assistance to incorporate the women's dimension into development at all levels. Therefore, UNIFEM should review and strengthen, as appropriate, its work programme in the light of the Platform for Action focusing on women's political and economic empowerment. Its advocacy role should concentrate on fostering a multilateral policy dialogue on women's empowerment. Adequate resources for carrying out its functions should be made available.*

(Alternative to paragraphs 335 and 336)

~~{The future roles and functioning of the International Research and Training Institute for the Advancement of Women (INSTRAW) and the United Nations Development Fund for Women (UNIFEM) should be considered in the light of the decision to be taken by the General Assembly at its fiftieth session on the proposal to merge the two organizations.}~~

#### Specialized agencies and other organizations of the United Nations system

337. To strengthen their support for actions at the national level and to enhance their contributions to coordinated follow-up by the United Nations, each organization should set out the specific actions they will undertake, including goals and targets to realign priorities and redirect resources to meet the global priorities identified in the Platform for Action. There should be a clear delineation of responsibility and accountability. These proposals should in turn be reflected in the system-wide medium-term plan for the advancement of women for the period 1996-2001.



338. Each organization should commit itself at the highest level and, in pursuing its targets, should take steps to enhance and support the roles and responsibilities of its focal points on women's issues.

339. In addition, specialized agencies with mandates to provide technical assistance in developing countries, particularly in Africa and the least developed countries, should cooperate more to ensure the continuing promotion of the advancement of women.

340. The United Nations system should consider and provide appropriate technical assistance and other forms of assistance to the countries with economies in transition in order to facilitate solution of their specific problems regarding the advancement of women.

341. Each organization should accord greater priority to the recruitment and promotion of women at the Professional level to achieve gender balance, particularly at decision-making levels. The paramount consideration in the employment of the staff and in the determination of the conditions of service should be the necessity of securing the highest standards of efficiency, competence and integrity. Due regard should be paid to the importance of recruiting the staff on as wide a geographical basis as possible. Organizations should report regularly to their governing bodies on progress towards this goal.

342. Coordination of United Nations operational activities for development at the country level should be improved through the resident coordinator system in accordance with relevant resolutions of the General Assembly, in particular General Assembly resolution 47/199, to take full account of the Platform for Action.

## 2. Other international institutions and organizations

343. [In implementing the Platform for Action, international financial institutions should be encouraged to review and revise policies, procedures and staffing [with a view to providing new and additional resources] to ensure that investments and programmes benefit women and thus contribute to sustainable development. They should [consider] increase[ing] the number of women in high-level positions, increase staff training in gender analysis and institute policies and guidelines to ensure full consideration of the differential impact of lending programmes and other activities on women and men. The Bretton Woods institutions and other development agencies should be encouraged to have closer cooperation on gender issues in order to strengthen the effectiveness of the international response in this field.]

344. The General Assembly should give consideration to inviting the World Trade Organization to consider how it might contribute to the implementation of the Platform for Action, including activities in cooperation with the United Nations system.

345. International non-governmental organizations have an important role to play in implementing the Platform for Action. Consideration should be given to establishing a mechanism for collaborating with non-governmental organizations to promote the implementation of the Platform at various levels.

## FINANCIAL ARRANGEMENTS

346. Financial and human resources have generally been insufficient for the advancement of women. This has contributed to the slow progress to date in implementing the Nairobi Forward-looking Strategies for the Advancement of Women. Full and effective implementation of the Platform for Action, including the relevant commitments made at previous United Nations summits and conferences, will require a political commitment to make available human and financial resources for the empowerment of women. This will require the integration of a gender perspective in budgetary decisions on policies and programmes, as well as the adequate financing of specific programmes for securing equality between women and men. To implement the Platform for Action, funding will need to be identified and mobilized from all sources and across all sectors. The reformulation of policies and reallocation of resources may be needed within and among programmes, but some policy changes may not necessarily have financial implications. Mobilization of additional resources, both public and private, including resources from innovative sources of funding, may also be necessary.

A. National level

347. The primary responsibility for implementing the strategic objectives of the Platform for Action rests with Governments. To achieve these objectives, Governments should make efforts to systematically review how women benefit from public sector expenditures; adjust budgets to ensure equality of access to public sector expenditures, both for enhancing productive capacity and for meeting social needs; and achieve the gender-related commitments made in other United Nations summits and conferences. To develop successful national implementation strategies for the Platform for Action, Governments should allocate sufficient resources, including resources for undertaking gender-impact analysis. Governments should also encourage non-governmental organizations and private-sector and other institutions to mobilize additional resources.

348. Sufficient resources should be allocated to national machineries for the advancement of women as well as to all institutions, as appropriate, that can contribute to the implementation and monitoring of the Platform for Action.

349. Where national machineries for the advancement of women do not yet exist or where they have not yet been established on a permanent basis, Governments should strive to make available sufficient and continuing resources for such machineries.

350. To facilitate the implementation of the Platform for Action, Governments should reduce, as appropriate, excessive military expenditures and investments for arms production and acquisition, consistent with national security requirements.

351. Non-governmental organizations, the private sector and other actors of civil society should be encouraged to consider allocating the resources necessary for the implementation of the Platform for Action. Governments should create a supportive environment for the mobilization of resources by non-governmental organizations, particularly women's organizations and networks, [feminist associations,] the private sector and other actors of civil society, to enable them to contribute towards this end. The capacity of non-governmental organizations in this regard should be strengthened and enhanced.



### B. Regional level

352. Regional development banks, regional business associations and other regional institutions should be invited to contribute to and help mobilize resources in their lending and other activities for the implementation of the Platform for Action. They should also be encouraged to take account of the Platform for Action in their policies and funding modalities.

353. The subregional and regional organizations and the United Nations regional commissions should where appropriate *and within their existing mandates* assist in the mobilization of funds for the implementation of the Platform for Action.

### C. International level

354. Adequate financial resources should be committed at the international level for the implementation of the Platform for Action in the developing countries, particularly in Africa and the least developed countries. Strengthening national capacities in developing countries to implement the Platform for Action will require striving for the fulfilment of the agreed target of 0.7 per cent of the gross national product of developed countries for overall official development assistance as soon as possible, as well as increasing the share of funding for activities designed to implement the Platform for Action. Furthermore, countries involved in development cooperation should conduct a critical analysis of their assistance programmes so as to improve the quality and effectiveness of aid through the integration of a gender approach.

355. International financial institutions, including the World Bank, the International Monetary Fund, the International Fund for Agricultural Development and the regional development banks, should be invited to examine their grants and lending and to allocate loans and grants to programmes for implementing the Platform for Action in developing countries, especially in Africa and the least developed countries.

356. The United Nations system should provide technical cooperation and other forms of assistance to the developing countries, in particular in Africa and the least developed countries, in implementing the Platform for Action.

357. Implementation of the Platform for Action in the countries with economies in transition will require continued international cooperation and assistance. The organizations and bodies of the United Nations system, including the technical and sectoral agencies, should facilitate the efforts of those countries in designing and implementing policies and programmes for the advancement of women. To this end, the International Monetary Fund and the World Bank should be invited to assist those efforts.

358. The outcome of [previous summits and conferences, including] the World Summit for Social Development regarding debt management and reduction should be implemented in order to facilitate the realization of the objectives of the Platform for Action.

359. To facilitate implementation of the Platform for Action, interested developed and developing country partners, agreeing on a mutual commitment to allocate, on average, 20 per cent of official development assistance and 20 per cent of the national budget to basic social programmes should take into account a gender perspective.

360. Development funds and programmes of the United Nations system should undertake an immediate analysis of the extent to which their programmes and projects are directed to implementing the Platform for Action and, for the next programming cycle, should ensure the adequacy of resources targeted towards eliminating disparities between women and men in their technical assistance and funding activities.

361. [Recognizing the special roles of the United Nations Development Fund for Women (UNIFEM) and the International Research and Training Institute for the Advancement of Women (INSTRAW) in the empowerment of women, the resources provided by Governments should be substantially increased by the year 2000.]

(First alternative)

[UNIFEM and INSTRAW have special roles to play in the promotion of the status and advancement of women's human rights. The international community should accept primary responsibility for strengthening UNIFEM and for providing the Fund with substantially increased resources that would enable it to meet its responsibilities in implementing the Platform for Action effectively. INSTRAW must be substantially strengthened to implement the Platform for Action within its mandate.]

(Second alternative)

[Recognizing the special roles of UNIFEM and INSTRAW in the promotion of the empowerment of women, and therefore in the implementation of the Platform for Action within their respective mandates, the resources provided by the international community should be substantially increased by the year 2000.]

362. To improve the efficiency and effectiveness of the United Nations system in its efforts to promote the advancement of women and to enhance its capacity to further the objectives of the Platform for Action, there is a need to renew, reform and revitalize various parts of the United Nations system, especially the Division for the Advancement of Women of the United Nations Secretariat, as well as other units and subsidiary bodies that have a specific mandate to promote the advancement of women. In this regard, relevant governing bodies within the United Nations system are encouraged to give special consideration to the effective implementation of the Platform for Action and to review their policies, programmes, budgets and activities in order to achieve the most effective and efficient use of funds to this end. [Mobilization of additional resources from within the United Nations regular budget in order to implement the Platform for Action may also be necessary.]

Notes

1/ Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, 15-26 July 1985 (United Nations publication, Sales No. E.85.IV.10), chap. I, sect. A.

2/ Report of the World Conference on Human Rights, Vienna, 14-25 June 1993 (A/CONF.157/24 (Part I)), chap. III.

3/ General Assembly resolution 34/180, annex.

4/ General Assembly resolution 45/164.



- 5/ General Assembly resolution 44/82.
- 6/ General Assembly resolution 48/126.
- 7/ A/47/308-E/1992/97, annex.
- 8/ General Assembly resolution 48/104.
- 9/ See The Results of the Uruguay Round of Multilateral Trade Negotiations: The Legal Texts (Geneva, GATT secretariat, 1994).
- 10/ General Assembly resolution 44/25, annex.
- 11/ Final Report of the World Conference on Education for All: Meeting Basic Learning Needs, Jomtien, Thailand, 5-9 March 1990, Inter-Agency Commission (UNDP, UNESCO, UNICEF, World Bank) for the World Conference on Education for All, New York, 1990, appendix 1.
- 12/ General Assembly resolution 2200 A (XXI), annex.
- 13/ Report of the International Conference on Population and Development, Cairo, 5-13 September 1994 (A/CONF.171/13 and Add.1), chap. I, resolution 1, annex.
- 14/ Report of the World Summit for Social Development, Copenhagen, 6-12 March 1995 (A/CONF.166/9), chap. I, resolution 1, annexes I and II.
- 15/ Unsafe abortion is defined as a procedure for terminating an unwanted pregnancy either by persons lacking the necessary skills or in an environment lacking the minimal medical standards or both (based on World Health Organization, The Prevention and Management of Unsafe Abortion, Report of a Technical Working Group, Geneva, April 1992 (WHO/MSM/92.5)).
- 16/ Final Report of the International Conference on Nutrition, Rome, 5-11 December 1992 (Rome, Food and Agriculture Organization of the United Nations, 1993), Part II.
- 17/ Report of the United Nations Conference on Environment and Development, Rio de Janeiro, 3-14 June 1992, vol. I, Resolutions Adopted by the Conference (United Nations publication, Sales No. E.93.I.8 and corrigenda), resolution 1, annex I.
- 18/ General Assembly resolution 317 (IV), annex.
- 19/ General Assembly resolution 217 A (III).
- 20/ General Assembly resolution 39/46, annex.
- 21/ Official Records of the General Assembly, Forty-seventh Session, Supplement No. 38 (A/47/38), chap. I.
- 22/ United Nations, Treaty Series, vol. 75, No. 973, p. 287.
- 23/ Report of the World Conference on Human Rights ..., chap. III, sect. II, para. 38.

24/ See The United Nations Disarmament Yearbook, vol. 5: 1980 (United Nations publication, Sales No. E.81.IX.4), appendix VII.

25/ General Assembly resolution 48/96, annex.

26/ General Assembly resolution 2106 A (XX), annex.

27/ General Assembly resolution 41/128, annex.

28/ United Nations Environment Programme, Convention on Biological Diversity (Environmental Law and Institutions Programme Activity Centre), June 1992.

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