

ROUTINE

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cc: Melanne
Patti
file UN

WHITE HOUSE SITUATION ROOM

PAGE 01 OF 03

PRT: FIRST LADY

SIT: NSC SCHMIDT

<PREC> ROUTINE <CLAS> UNCLASSIFIED <DTG> 292217Z FEB 96

FM USMISSION USUN NEW YORK

TO RUEHC/SECSTATE WASHDC 1394
INFO RUEHNR/AMEMBASSY NAIROBI 0707
RUEHIT/AMCONSUL ISTANBUL 0015
UNCLAS USUN NEW YORK 000689

PASS TO NSC, FOR IO/D - FRANK LIGHT,

E.O.12356: N/A

TAGS: AORC, SOCI, UN,

SUBJECT: UN SECRETARY-GENERAL INVITES HILLARY CLINTON
TO HABITAT II

1. USUN HAS RECEIVED THE FOLLOWING LETTER DATED
FEBRUARY 23, 1996 FROM THE SECRETARIAT ADDRESSED TO
AMBASSADOR ALBRIGHT:

BEGIN TEXT:

DEAR MRS. AMBASSADOR, THE SECRETARY-GENERAL WOULD BE
GRATEFUL IF YOU WOULD KINDLY FORWARD THE ENCLOSED LETTER
TO MRS. HILLARY RODHAM CLINTON.

A COPY OF THE LETTER IS ENCLOSED FOR YOUR INFORMATION.

PLEASE ACCEPT, MRS. AMBASSADOR, THE ASSURANCES OF MY
HIGHEST CONSIDERATION.

SIGNED JEAN-CLAUDE AIME, CHIEF OF STAFF. END TEXT.

2. THE FOLLOWING IS THE TEXT OF THE LETTER DATED
FEBRUARY 23 FROM BOUTROS BOUTROS-GHALI TO MRS. HILLARY
CLINTON.

BEGIN TEXT:

DEAR MRS. CLINTON,
I AM HONOURED TO INVITE YOU TO ATTEND, AS MY SPECIAL
GUEST, THE SECOND UNITED NATIONS CONFERENCE ON HUMAN
SETTLEMENTS (HABITAT II), WHICH WILL BE HELD IN
ISTANBUL, TURKEY, FROM 3 TO 14 JUNE 1996. THE
CONFERENCE WILL ADDRESS TWO KEY THEMES: ADEQUATE
SHELTER FOR ALL; AND SUSTAINABLE HUMAN SETTLEMENTS IN A
RAPIDLY URBANIZING WORLD.

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THIS EVENT IS CLOSELY LINKED TO THE SERIES OF LANDMARK CONFERENCES AND SUMMITS CONVENED BY THE UNITED NATIONS IN RECENT YEARS TO ADDRESS SOME OF THE MAJOR GLOBAL CHALLENGES FACING THE WORLD - FROM THE PROTECTION OF CHILDREN AND HUMAN RIGHTS, TO THE ENVIRONMENT, POPULATION, AND THEIR RELATIONSHIPS WITH DEVELOPMENT, AND THE CHALLENGES OF COMBATTING POVERTY AND PROMOTING EMPLOYMENT AND SOCIAL INTEGRATION. I EXPECT THIS CONFERENCE TO PROVIDE AN IMPORTANT OPPORTUNITY TO SENSITIZE WORLD LEADERS AND PUBLIC OPINION TO THE CRUCIAL ECONOMIC AND SOCIAL ISSUES ASSOCIATED WITH RAPID URBAN POPULATION GROWTH, AND TO FOCUS THE ATTENTION OF THE INTERNATIONAL COMMUNITY TO THE URGENT NEED FOR PRACTICAL SOLUTIONS TO THESE COMPLEX PROBLEMS.

I AM AWARE OF YOUR COMMITMENT AND KEEN INTEREST IN THESE ISSUES, AND BELIEVE THAT THE CONFERENCE WOULD BE GREATLY ENRICHED BY YOUR PARTICIPATION.

DURING THE FIRST TWO DAYS OF THE CONFERENCE I PLAN TO ARRANGE FOR A PANEL DISCUSSION AMONG THE EMINENT PERSONALITIES WHO WILL JOIN ME AT THE ADVISORY GROUP ON HABITAT II, TO REVIEW THE MAIN POLICY ISSUES BEFORE THE CONFERENCE. I WOULD ALSO BE PLEASED TO ARRANGE DURING THAT TIME FOR A SPECIAL EVENT TO ENABLE YOU TO ADDRESS ALL CONFERENCE PARTICIPANTS IN THE PLENARY HALL. SHOULD YOUR SCHEDULE NOT PERMIT YOU TO BE IN ISTANBUL DURING THIS PERIOD, I WOULD BE GLAD TO ARRANGE FOR SUCH AN ADDRESS AT ANOTHER TIME CONVENIENT TO YOU DURING THE CONFERENCE. I WILL ALSO ASK THE SECRETARIAT OF THE CONFERENCE TO PROVIDE YOUR STAFF WITH INFORMATION ON OTHER SPECIAL EVENTS BEING PLANNED DURING THAT CONFERENCE, AND WOULD BE GRATEFUL IF YOU COULD INDICATE WHETHER YOU WOULD BE INTERESTED IN PARTICIPATING IN ANY OF THEM.

I LOOK FORWARD TO HEARING FROM YOU, AND VERY MUCH HOPE THAT YOU WILL FIND IT POSSIBLE TO ACCEPT THIS INVITATION.

YOURS SINCERELY,
SIGNED, BOUTROS BOUTROS-GHALI
END TEXT

3. THE ORIGINAL LETTER HAS BEEN POUCHED TO THE WHITE HOUSE TO MRS. CLINTON.
ALBRIGHT
BT

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PAGE 03 OF 03

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*Held - know
Lair's Pen
if Pen
will respond*

304 East 45th Street • 6th Floor • New York, N.Y. 10017 • Tel: 212-906-6400 • Fax: 212-906-6705

15 March 1995

Dear Mrs. Clinton,

I am writing to thank you for your commitment to promoting women's concerns. I have had the pleasure of hearing you address both the World Summit for Social Development and the Women at the UN conference and wanted to let you know that you have added a level of excitement to the international community.

As the new Director of the United Nations Development Fund for Women (UNIFEM), I would like to extend my assistance to you in preparing for your trip to South Asia in any way possible. If there is anyway we can help your office please let me know. For example, UNIFEM has a number of successful projects helping women gain access to literacy, credit and skills. In addition, as an Asian woman working in the non-governmental community over the last 12 years, I have been active in establishing and strengthening the Asian and Pacific Women's Network made-up of women's organizations advocating for women's economic and social empowerment.

UNIFEM is the leading organization within the United Nations system that is mandated with the task of bringing about women's empowerment. Established in 1976, UNIFEM currently has 10 regional offices throughout the developing world which manage several hundred projects.

UNIFEM believes that the best way to help women in developing countries is to strengthen the organizations they create and control, while fostering links and partnerships at every level. We recognize that women are critical actors in families, communities and economic systems and that they need access to resources as well as social services. UNIFEM is the fund within the UN that puts money directly in the hands of women.

Mrs. Hillary Rodham Clinton
1600 Pennsylvania Avenue
Washington, D.C.

UNIFEM



304 East 45th Street • 6th Floor • New York, N.Y. 10017 • Tel: 212-906-6400 • Fax: 212-906-6705

Just as Eleanor Roosevelt worked to ensure that women were central to the work of the United Nations when it was founded, it is wonderful to have you on board to help re-build it. Enclosed is a booklet on UNIFEM's work in Asia and the Pacific and background on our programmes.

I hope that we will have a chance to meet sometime in the near future.

Sincerely Yours,

Noeleen Heyzer
Director

Universal Declaration of Human Rights



OPTIONAL FORM 99 (7-90)

FAX TRANSMITTAL

of pages = 8

To Sabrina GrletteFrom J. FerrisDept./Agency White HousePhone # 914 229 8114Fax # 202-456-5707Fax # 914 229-0872

NSN 7540-01-217-7368

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GENERAL SERVICES ADMINISTRATION

THE UNIVERSAL DECLARATION OF HUMAN RIGHTS was approved by the United Nations General Assembly in Paris December 10, 1948, by a vote of 48 to 0. Eight countries abstained—the U. S. S. R., the Ukraine, Byelorussia, Poland, Czechoslovakia, Yugoslavia, Saudi Arabia, and the Union of South Africa.

The Declaration is a statement of principles approved as a common standard of achievement for all peoples and all nations. It is not a treaty and therefore imposes no legal obligations. It is, however, a challenge to all mankind to promote world-wide respect for human rights and fundamental freedoms.

An International Covenant on Human Rights is now being developed in the United Nations. This will be a treaty and will deal with certain of the basic civil and political rights embodied in the Declaration. The United Nations Commission on Human Rights expects to complete the drafting of this Covenant at its next session early in 1949. It will then be considered by the Economic and Social Council of the United Nations and later by the General Assembly. After it has been approved by the General Assembly, the Covenant will be submitted to individual countries for ratification and will become legally binding on the countries which ratify it.

The United States actively supported the approval of the Declaration of Human Rights in the General Assembly in Paris. Secretary of State Marshall called for its approval at the opening of the session. He began his address by urging the nations to approve "a new declaration of human rights for free men in a free world", and continued:

"Systematic and deliberate denials of basic human rights lie at the root of most of our troubles and threaten the work of the United Nations. It is not only fundamentally wrong that millions of men and women live in daily terror of secret police, subject to seizure, imprisonment, or forced labor without just cause and without fair trial, but these wrongs have repercussions in the community of nations. Governments which systematically disregard the rights of their own people are not likely to respect the rights of other nations and other people and are likely to seek their objectives by coercion and force in the international field."

Department of State publication 3381

International Organization and Conference Series III, 20

Released January 1949

For sale by the Superintendent of Documents, U. S. Government Printing Office
Washington 25, D. C. - Price 5 cents

UNIVERSAL DECLARATION OF HUMAN RIGHTS

APPROVED BY THE GENERAL ASSEMBLY AT ITS PLENARY
MEETING ON 10 DECEMBER 1948

Preamble

WHEREAS recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world,

WHEREAS disregard and contempt for human rights have resulted in barbarous acts which have outraged the conscience of mankind, and the advent of a world in which human beings shall enjoy freedom of speech and belief and freedom from fear and want has been proclaimed as the highest aspiration of the common people,

WHEREAS it is essential, if man is not to be compelled to have recourse, as a last resort, to rebellion against tyranny and oppression, that human rights should be protected by the rule of law,

WHEREAS it is essential to promote the development of friendly relations between nations,

WHEREAS the peoples of the United Nations have in the Charter reaffirmed their faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women and have determined to promote social progress and better standards of life in larger freedom,

WHEREAS Member States have pledged themselves to achieve, in co-operation with the United Nations, the promotion of universal respect for and observance of human rights and fundamental freedoms,

WHEREAS a common understanding of these rights and freedoms is of the greatest importance for the full realization of this pledge,

Now therefore

The General Assembly,

Proclaims this Universal Declaration of Human Rights as a common standard of achievement for all peoples and all nations, to the end that every individual and every organ of society, keeping this Declaration constantly in mind, shall strive by teaching and educa-

tion to promote respect for these rights and freedoms and by progressive measures, national and international, to secure their universal and effective recognition and observance, both among the peoples of Member States themselves and among the peoples of territories under their jurisdiction.

Article 1

All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.

Article 2

Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.

Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty.

Article 3

Everyone has the right to life, liberty and the security of person.

Article 4

No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.

Article 5

No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

Article 6

Everyone has the right to recognition everywhere as a person before the law.

Article 7

All are equal before the law and are entitled without any discrimination to equal protection of the law. All are entitled to equal protection against any discrimination in violation of this Declaration and against any incitement to such discrimination.

Article 8

Everyone has the right to an effective remedy by the competent

national tribunals for acts violating the fundamental rights granted him by the constitution or by law.

Article 9

No one shall be subjected to arbitrary arrest, detention or exile.

Article 10

Everyone is entitled in full equality to a fair and public hearing by an independent and impartial tribunal, in the determination of his rights and obligations and of any criminal charge against him.

Article 11

1. Everyone charged with a penal offence has the right to be presumed innocent until proved guilty according to law in a public trial at which he has had all the guarantees necessary for his defence.

2. No one shall be held guilty of any penal offence on account of any act or omission which did not constitute a penal offence, under national or international law, at the time when it was committed. Nor shall a heavier penalty be imposed than the one that was applicable at the time the penal offence was committed.

Article 12

No one shall be subjected to arbitrary interference with his privacy, family, home or correspondence, nor to attacks upon his honour and reputation. Everyone has the right to the protection of the law against such interference or attacks.

Article 13

1. Everyone has the right to freedom of movement and residence within the borders of each state.

2. Everyone has the right to leave any country, including his own, and to return to his country.

Article 14

1. Everyone has the right to seek and to enjoy in other countries asylum from persecution.

2. This right may not be invoked in the case of prosecutions genuinely arising from non-political crimes or from acts contrary to the purposes and principles of the United Nations.

Article 15

1. Everyone has the right to a nationality.
2. No one shall be arbitrarily deprived of his nationality nor denied the right to change his nationality.

Article 16

1. Men and women of full age, without any limitation due to race, nationality or religion, have the right to marry and to found a family. They are entitled to equal rights as to marriage, during marriage and at its dissolution.
2. Marriage shall be entered into only with the free and full consent of the intending spouses.
3. The family is the natural and fundamental group unit of society and is entitled to protection by society and the State.

Article 17

1. Everyone has the right to own property alone as well as in association with others.
2. No one shall be arbitrarily deprived of his property.

Article 18

Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief, and freedom, either alone or in community with others and in public or private, to manifest his religion or belief in teaching, practice, worship and observance.

Article 19

Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers.

Article 20

1. Everyone has the right to freedom of peaceful assembly and association.
2. No one may be compelled to belong to an association.

Article 21

1. Everyone has the right to take part in the Government of his country, directly or through freely chosen representatives.
2. Everyone has the right of equal access to public service in his country.

3.-The will of the people shall be the basis of the authority of government; this will shall be expressed in periodic and genuine elections which shall be by universal and equal suffrage and shall be held by secret vote or by equivalent free voting procedures.

Article 22

Everyone, as a member of society, has the right to social security and is entitled to realization, through national effort and international co-operation and in accordance with the organization and resources of each State, of the economic, social and cultural rights indispensable for his dignity and the free development of his personality.

Article 23

1. Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment.

2. Everyone, without any discrimination, has the right to equal pay for equal work.

3. Everyone who works has the right to just and favourable remuneration insuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection.

4. Everyone has the right to form and to join trade unions for the protection of his interests.

Article 24

Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.

Article 25

1. Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control.

2. Motherhood and childhood are entitled to special care and assistance. All children, whether born in or out of wedlock, shall enjoy the same social protection.

Article 26

1. Everyone has the right to education. Education shall be free,

at least in the elementary and fundamental stages. Elementary education shall be compulsory. Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit.

2. Education shall be directed to the full development of the human personality and to the strengthening of respect for human rights and fundamental freedoms. It shall promote understanding, tolerance and friendship among all nations, racial or religious groups, and shall further the activities of the United Nations for the maintenance of peace.

3. Parents have a prior right to choose the kind of education that shall be given to their children.

Article 27

1. Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.

2. Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is the author.

Article 28

Everyone is entitled to a social and international order in which the rights and freedoms set forth in this Declaration can be fully realized.

Article 29

1. Everyone has duties to the community in which alone the free and full development of his personality is possible.

2. In the exercise of his rights and freedoms, everyone shall be subject only to such limitations as are determined by law solely for the purpose of securing due recognition and respect for the rights and freedoms of others and of meeting the just requirements of morality, public order and the general welfare in a democratic society.

3. These rights and freedoms may in no case be exercised contrary to the purposes and principles of the United Nations.

Article 30

Nothing in this Declaration may be interpreted as implying for any State, group or person any right to engage in any activity or to perform any act aimed at the destruction of any of the rights and freedoms set forth herein.

WOMEN AND THE UNITED NATIONS - HIGHLIGHTS OF THE FIRST FIFTY YEARS

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WOMEN AND THE UNITED NATIONS - HIGHLIGHTS OF THE FIRST FIFTY YEARS

Prepared by Margaret K. Bruce

(Former Assistant Director, Division of Human Rights and Deputy Director, Centre for Social Development and Humanitarian Affairs)

I. Introduction

This one day Conference on Women and the United Nations is dedicated to a great lady - Eleanor Roosevelt - who firmly believed in justice for all persons "without distinction as to race, sex, language or religion." Her years as a delegate to the UN from 1946 to 1952 and as Chair of its Commission on Human Rights were dedicated to applying this principle in practice. She was the moving force behind the drafting and adoption, without a dissenting vote on 10 December 1948, of the Universal Declaration on Human Rights which sets "a common standard of achievement for all peoples and all nations." and declares that "Everyone is entitled to all the rights and freedoms set forth.....without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status."

I was privileged to work with her as a junior officer in the Human Rights Division of the Secretariat during these early sessions of the Commission on Human Rights. She was an indefatigable worker but never expected more of others than she imposed upon herself to achieve results she believed were worthwhile.

Despite her position as widow of the President of the U.S.A. Eleanor Roosevelt was not immune from discriminatory attitudes on the part of her male colleagues. As the only woman on the United States delegation to the first General Assembly session in London in 1946 her colleagues had difficulty in deciding to which of the six General Assembly Committees she should be assigned. They chose the Third (Social, Cultural and Humanitarian) Committee as being the one where "She can't do much harm." It proved however to be one of the most controversial and difficult since the highly sensitive issue of the fate of refugees at the end of World War II was brought up and she had to pit her wits against seasoned diplomats including the "formidable" Soviet representative Andrei Vishinsky.

There is a message for all of us in how Mrs Roosevelt responded to the challenge as demonstrated in her own account of that period. "I might point out here that during the entire London session of the Assembly I walked on eggs. I knew that as the only woman on the delegation I was not very welcome. Moreover, if I failed to be a useful member, it would not be considered merely that I as an individual had failed, but that all women had failed, and there would be little chance for others to serve in the near future."¹ Needless to say she did not fail and she records how after a late night meeting at the end of the General Assembly session when everyone was tired two of the leading Senate members of the U.S. delegation approached her and said: "We must tell you that we did all we could

to keep you off the United States delegation. We begged the President not to nominate you. But now that you are leaving we feel we must acknowledge that we have worked with you gladly and found you good to work with. And will be happy to do so again."²

In reviewing the first fifty years of women at the UN I believe that it is necessary to look briefly at the situation of women in general at the time of which Eleanor Roosevelt writes, and to bear in mind the prevailing attitudes of many women, as well as men, towards their respective roles in society. Furthermore, the world of the 1940's was very different from that of the 1990's. Europe was devastated physically and economically by World War II that had just ended. The technological advances we now take for granted had not begun. Computers, word processors and fax machines were unknown. Television was not generally available. Air travel was hardly developed. The pace of life generally was considerably slower than today.

The newly created United Nations consisted of only 51 Member States and many of the now sovereign States which are UN Members were under colonial domination. In many if not most countries women, especially married women, faced serious disabilities both in law and in fact, and in a number of them had yet to win their political rights. The concept of the male as the breadwinner and head of the family with his wife and children dependent upon him legally and economically was the norm in most countries, and this was reflected in both their laws and practices. The particular problems of women in the Third World were not well known prior to the 1960's and 1970's when the UN membership began to expand and eventually to encompass virtually the entire world with its different political and legal systems, traditions and customs.

This paper does not purport to give a comprehensive or even a detailed account of the first fifty years of women at the United Nations. It briefly covers only the highlights based on my knowledge and experience as a former staff member working on human rights and women's issues, and on the records available to me. My knowledge of the early years through the decade of the 1970's is much greater than that covering the more recent past since I was a member of the Secretariat from November 1945 in London until almost 1980. This early period, when pioneering work was undertaken and international standards were developed to promote the equal rights of men and women is, in my view, an important part of the history to bear in mind when evaluating the first 50 years.

The Early Years (1945-1970)

1. The United Nations Charter (1945)

The starting point for examining the situation of women at the UN is the Charter adopted at San Francisco in 1945. In the Preamble "We the peoples" reaffirm faith in the "equal rights of men and women" In Article 1, and again in Article 55, Member States undertake to promote respect for human rights and fundamental freedoms for all without distinction as to race, sex, language or religion. Under Article 56 all Members pledge themselves to

take joint and separate action to achieve this purpose (among others). Article 8 specifically states that:

"The United Nations shall place no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs."

In hindsight it is interesting to recall the divergent views expressed in 1945 on the scope of this Article. Some thought that the principle of equality of men and women to be formulated in the Charter should apply only to the Secretariat, while others wanted it to encompass also other organs and agencies of the UN. A Uruguayan amendment proposing that *"Representation and participation in the organs of the Organization shall be open to men and women under the same conditions"* was rejected on the grounds that it might imply that Member States would be obligated to apply the principle of equality in appointing their representatives to the various organs of the UN. They considered that such appointments were the prerogative of sovereign States. The present wording of Article 8 was the compromise reached.³

Much credit for the various Charter provisions dealing with equal rights of men and women and non-discrimination on grounds of sex goes to the Latin American delegations represented at the Conference, and also to the 42 non-governmental organizations who were accredited to the United States delegation as observers. The active participation of the Latin Americans was no doubt due to the fact that an Inter-American Commission of Women had been in existence since 1928 under the auspices of the Organization of American States (then the Pan-American Union). Two personalities of this time stand out in particular: Bertha Lutz of Brazil, and Minerva Bernardino of the Dominican Republic. Ms. Bernardino is the only woman signatory of the Charter still living and she is to be specially honoured at this Conference. She was a key member of the United Nations Commission on the Status of Women for many years, as well as its Chairperson from 1953-1955 and one of the pioneers for women's rights of the early days.

A further Article to be borne in mind is Article 101 which sets the criteria for appointment to the Secretariat. The paramount consideration is "the necessity of securing the highest standards of efficiency, competence and integrity" and "due consideration shall be paid to the importance of recruiting staff on as wide a geographical basis as possible." These provisions have often been cited in defence of why so few women have been recruited.

2. First Session of the General Assembly in London (1946)

At the same General Assembly session at which Mrs. Roosevelt underwent her baptism of fire she initiated informal gatherings of delegates over tea in her rooms, beginning with the other women attending the Assembly, who were mostly alternates or advisors. Together these seventeen women from eleven countries drafted an open letter to the women of the world.

On 27 February 1946 Eleanor Roosevelt, on their behalf, presented this letter to the General Assembly at its 29th plenary meeting. It read:

"This first Assembly of the United Nations marks the second attempt of the peoples of the world to live peacefully in a democratic world community. This new chance for peace was won through the joint efforts of men and women working for common ideals of human freedom at a time when need for united effort broke down barriers of race, creed, and sex.

In view of the variety of tasks which women performed so notably and valiantly during the war, we are gratified that seventeen women delegates and advisers, representing eleven Member States, are taking part at the beginning of this new phase of international effort. We hope their participations in the work of the United Nations may grow and may increase in insight and skill. To this end we call on the Governments of the world to encourage women everywhere to take a more active part in national and international affairs, and on women who are conscious of their opportunities to come forward and share in the work of peace and reconstruction as they did in war and resistance.

We recognize that women in various parts of the world are at different stages of participation in the life of their community, that some of them are prevented by law from assuming full rights of citizenship, and that they therefore may see their immediate problems somewhat differently.

*Finding ourselves in agreement on these points, we wish as a group to advise the women of all our countries of our strong belief that an important opportunity and responsibility confront the women of the United Nations: first, to recognize the progress women have made during the war and to participate actively in the effort to improve the standards of life in their own countries and in the pressing work of reconstruction, so that there will be qualified women ready to accept responsibility when new opportunities arise; second to train their children, boys and girls alike, to understand world problems and the need for international co-operation, as well as the problems of their own countries; third, not to permit themselves to be misled by anti-democratic movements now or in the future; fourth, to recognize that the goal of full participation in the life and responsibilities of their countries and of the world community is a common objective toward which the women of the world should assist one another."*⁴

At the same meeting the French delegation presented a declaration echoing similar sentiments, and urging that women be given a much greater role in the delegations to the next United Nations conference. The moving force behind this statement made by Georges Bidault as head of the French delegation was Madame Marie-Helene Lefaucheur. Together with her husband, she had led the French resistance to the German occupation of Paris in the 1940's and would play a significant role in the future work of the United Nations Commission on the Status of Women.

No vote was taken on the two declarations, but the President of the General Assembly Paul Henri Spaak of Belgium, and several representatives expressed the hope that these

statements would receive wide publicity and serious consideration. Several also emphasized the importance of the creation of a committee on the status of women to function under the Commission on Human Rights of the Economic and Social Council. *This was 1946.*

3. Role of the Commission on the Status of Women (1947-1970)

From 1946 to approximately 1970 virtually the only impetus for improving the situation of women at the United Nations came from the Commission on the Status of Women and the many non-governmental organizations who have always closely followed its work and assisted in carrying out its recommendations. Initially organized as a sub-commission of the Commission on Human Rights women lobbied hard to have it up-graded to a full Commission reporting, like the Commission on Human Rights, directly to the Economic and Social Council. It held its first session as a full Commission of fifteen members in 1947 and elected Bodil Begtrup of Denmark as its first chairperson. She was succeeded the following year by Marie Helene Lefaucheux of France.

While the Commission was upgraded from a sub-commission to a full commission no corresponding change was made in the Secretariat section responsible for preparing and servicing its annual meetings despite repeated requests by the Commission that this be done. The relevant unit remained under the authority of the Director of the (then) Division of Human Rights who had overall responsibility for work in the human rights field as a whole, including hiring and assignment of staff, determining priorities, and preparing the budget for the entire Division. In 1972 the section was upgraded to a branch and transferred to the Centre for Social Development and Humanitarian Affairs under the newly appointed Assistant Secretary General, Helvi Sipilä of Finland. After the branch moved to Vienna in 1978 it was later made a full division within the Centre.

The mandate of the Commission on the Status of Women was "to prepare recommendations and reports to the Economic and Social Council on promoting women's rights in political, economic, social and educational fields" and "on urgent problems requiring immediate attention in the field of women's rights with the object of implementing the principle that men and women shall have equal rights, and to develop proposals to give effect to such recommendations."

Since women did not enjoy full political rights in many Member States when the United Nations came into existence in 1945 the Commission accorded high priority to this issue. It believed that only when women had full equality in the political arena could they exercise real influence in improving the situation of women in other areas. One of the Commission's first tasks was to draft a Convention on the Political Rights of Women which the General Assembly adopted in 1952, and it was one of the first human rights conventions to be adopted. The Convention provides that women shall be entitled, on equal terms with men, without any discrimination: to vote in all elections; to be eligible to all publicly elected bodies established by national law; and to hold public office and exercise all public functions established by national law. The latter provision was not

included without difficulty and, moreover, gave rise to a number of reservations by States Parties to the Convention - a forerunner of the difficulties women would face at the UN. No such provision had been included in an earlier Inter-American Convention on Political Rights of Women.

The Commission turned its attention to the situation of women at the United Nations initially as part of its concern to promote equal political rights for women. It asked the Secretariat to provide it with information on the nature and proportion of posts in the Secretariat occupied by women, and also on the extent to which Member governments have included women in their delegations to UN meetings and conferences. It usually considered these two issues together. Beginning already in 1949 the Commission included in its agenda and considered at its annual sessions a specific item on "Participation of women in the work of the United Nations." The information furnished showed very few women in senior positions, none at the level of Under-Secretary-General or Assistant Secretary-General, with increasing numbers at the lower professional levels and in the general service categories.

The Commission repeatedly urged that more women be appointed and/or promoted to policy making posts in the Secretariat and to delegations to UN meetings. It also urged that all discrimination in the conditions of employment be eliminated. It emphasized that the United Nations should provide leadership for progress rather than reflect the level of progress achieved by national Governments. These recommendations fell mostly on deaf ears, especially as regards women in the Secretariat. It was argued that matters of personnel policy were the prerogative of the Secretary General and the Fifth (Administrative and Budgetary) Committee of the General Assembly and not that of the Commission on the Status of Women.

In 1954 and again in 1955 the Secretary General (Dag Hammarskjöld) personally addressed the Commission stating that in his administration there would be no discrimination against women. He pointed out that the emancipation of women was too recent to have produced highly qualified women in numbers approaching those of men and that this situation was apparent in the relatively few women occupying high positions in the public life of their countries. He noted that as the proportion of trained women in public life gradually increased, this increase would logically be reflected in the staffs of the international organizations and that the low number of women at present holding high positions in these Secretariats did not therefore provide evidence of discrimination. He indicated also that the Commission should channel its recommendations in future to the General Assembly's Fifth Committee which was the proper body to deal with matters of personnel and administration.⁵

After his intervention information on women in the Secretariat was not given to the Commission for several years, but it continued to focus its attention on the issue, including the conditions of employment for women and, in particular, the definition of dependency. Noting that this differed for men and women staff members in 1957 the Commission adopted a resolution in which it "expresses the hope that the Secretary General will bear in

mind the necessity of avoiding discrimination against women staff members in respect of dependency allowances....." It would be many years before this request was fully implemented.

Throughout this period of the 1950's and 1960's, when little progress was made for women in the Secretariat, the Commission on Human Rights and the Commission on the Status of Women, as well as the ILO and UNESCO, undertook many studies and drafted and adopted important international instruments dealing with human rights in general and specifically with women's rights.⁶ These instruments set standards to be applied throughout the world and, together with the procedures established for review and implementation, have proved an effective means of persuading governments to amend discriminatory legislation and practices at the national level.

II. Developments in the 1970's and Early 1980's

The decade of the 1970's saw important changes for women both nationally and at the UN. While the Commission on the Status of Women continued to be deeply concerned it was no longer the only voice heard on behalf of women. International Women's Year and the three world conferences of 1975, 1980 and 1985,⁷ as well as the Decade for Women 1975-1985, focussed world attention on women's issues in a new light under the threefold theme of "equality, development and peace." Women staff members began to organize and form a support group in the Secretariat. The first woman Assistant Secretary General was appointed. March 8 was observed as international women's day for the first time at the United Nations in 1975 and would become an important annual event for women. UNITAR convened two important colloquia of Senior Officials in the United Nations System. The Joint Inspection Unit (JIU) initiated the first of a series of studies on women at the UN (1977), and the International Civil Service Commission (ICSC) and other joint administrative bodies began to turn their attention to the situation of women throughout the common system.

All these events marked important steps forward for women and attitudes as expressed by delegates and within the Secretariat gradually began to change. Old ideas and prejudices die hard, however, and attitudes are still a major obstacle to women's advancement in the Secretariat as elsewhere.

The Commission on the Status of Women and the General Assembly

In 1970 and 1972, spurred on by the Commission the General Assembly for the first time took up the issue of women when it considered the composition of the Secretariat in the Fifth (Administrative and Budgetary) Committee.

I well remember the consternation that followed the adoption of a resolution at the Commission's session in Geneva in 1970 (subsequently endorsed by the General Assembly as resolution 2715 (XXV) of 15 December 1970). This urged the UN System "to take or continue to take" appropriate measures to ensure equal opportunities for the employment

of qualified women in senior and other professional positions. It asked the Secretary General to include in his reports on the composition of the Secretariat data on the employment of women at senior and other professionals levels including their numbers and the positions they occupy. The principal sponsor of this recommendation at the Commission was Sylva Gelber Head of the Women's Bureau of Canada. She was supported by the representatives of France, Iran, Liberia, Nicaragua, Norway, the Philippines, the United Arab Republic, the United Kingdom and the USA.

The data, provided to the General Assembly for the first time in 1972, showed that indeed little progress had been made in complying with the standards set in Article 8 of the Charter and in the other international declarations and conventions adopted over the previous 25 years. They revealed the startling fact that as at 30 June 1972 no women were employed within the United Nations Secretariat at the Under Secretary General or Assistant Secretary General level, only three of the total of 59 employed at the D.2 level were women, and only four of the total of 181 employed at the D.1 level were women. Further in the less senior and professional ranks the percentage of women was in inverse proportion to the level of the position, ranging from 6.2 per cent at the P.5 level to 40.4 per cent at the P.1 level in posts subject to geographical distribution, and from 7.3 per cent at the P.5 level to 39.8 per cent for the Secretariat as a whole. The data also showed that throughout the UN System there were no women at the highest levels, only one at the D.2 and only 10 at the D.1.

The Commission took note of these figures at its next session in 1972 and again presented a draft resolution for adoption by the General Assembly (subsequently endorsed as General Assembly resolution 3009 (XXVII)). It called for more comprehensive data on the employment of women throughout the System to show the nature of posts and types of duties performed by women at the professional and policy making levels. It also urged more extensive publicizing of the right of individuals personally to apply for vacant positions, and it called on Member States when proposing nationals for appointment to give full consideration to submitting candidatures of qualified women for all positions, particularly at the policy making level.

At the same session the General Assembly requested the Secretary General to submit to its next session a study "on those provisions of the Staff Rules and Regulations whose application might, in certain cases, give rise to discrimination between staff members on grounds of sex." (General Assembly resolution 3007 (XXVII) of 18 December 1972).

These were the first of a great many resolutions dealing in increasing detail with the situation of women in the Secretariat which the General Assembly has adopted almost annually since 1970 on the recommendation of its Third and also its Fifth Committees.

Appointment of the First Woman Assistant Secretary-General

Shortly before the adoption of resolution 3009(XXVII) the newly elected Secretary General (Kurt Waldheim) announced in a TV interview in the USA that he intended to

appoint a woman Under Secretary General or Assistant Secretary General. He subsequently appointed the first woman Assistant Secretary General in the entire UN System - Helvi Sipilä of Finland, who took office in the latter part of 1972. The Centre for Social Development and Humanitarian Affairs was created to function under her leadership.

Prior to her appointment *no* woman had held a post higher than that of Director in any of the Organizations that make up the common system, including UNICEF and very few had held posts at the level of Director (D.2 or D.1).⁸

Progress in this area has been extremely slow. As of June 1994 the figures for posts subject to geographical distribution show: 2 out of 19 women Under-Secretaries General and 2 out of 18 Assistant Secretaries General; 14 women out of 75 at the D.2 level; and 34 out of 232 at the D.1 level.⁹

Formation of the Group on Equal Rights for Women

In the late 1960's and 1970's women in the Secretariat, encouraged by the actions taken by the Commission on the Status of Women and non-governmental organizations in the U.S.A. began to organize and form a support group to concentrate on improving the situation of women in the Secretariat. Its founder and first chairperson was Patricia K. Tsien of China, who joined the Department of Trusteeship and Non Self-Governing Territories in 1947. The group held its first meeting in April 1971 and began by focussing attention on the discriminatory provisions in the staff rules and regulations.

One of its first acts, however, was to collect over twelve hundred signatures for a petition which the Group drew up after noting that no woman had been appointed to the Appointment and Promotions Board in 1971. Citing Article 8 of the Charter the petition asked for an equitable balance of qualified men and women on all appointment and promotion bodies. The petition was not well received. "The Director of Personnel rather angrily told us that there was no discrimination against women at the UN. If there were no women in higher posts it was because there were none adequately qualified."¹⁰

From its inception the UN accepted married women in the Secretariat, (which was not true of all countries in the 1940's and 1950's), but their entitlements under the staff rules and regulations were not the same. The underlying philosophy of the existing provisions reflected the prevailing view that the man was the breadwinner and as head of the family responsible for the support of his wife and children. It was an uphill battle to change such perceptions and to secure amendments to the rules and regulations as well as the policies based on them. Provisions that were not in compliance with Article 8 of the Charter and the other international instruments included entitlements to home leave, survivors benefits under the pension fund, the award of childrens' allowances, official travel and death in service. By 1980 most of these discriminatory provisions had been changed - a major success for the Group.

In 1975 the Group presented a second petition, signed by over 2000 members, asking for competitive examinations and public advertisement for recruitment, and priority for qualified women in filling vacancies especially at the policymaking levels. It also asked for the provision of daycare facilities and for the appointment of a qualified and independent Ombudswoman from outside the UN system. After much hard lobbying the United Nations established a daycare centre at UN headquarters early in the 1980's. Examinations for certain categories of posts and to enable those in the general service category to move into professional posts have since been introduced, but no Ombudswoman has ever been appointed.

The battle for equal opportunities and equal treatment for women including those in the general service category where the greatest number of women predominates has yet to be won, despite the continuing and persistent efforts of the present Group for Equal Rights for Women and its demands for affirmative action.

UNITAR Colloquia at Schloss Hemstein, Austria 1972 and 1978

The first colloquium on the Situation of Women in the United Nations held at Schloss Hemstein in Austria in 1972 broke new ground by making data available which had not previously been compiled. These highlighted not only the total percentages of women staff members compared to men (19.2% compared to 80.8%) and the dearth of women in senior positions, but also for the first time included comparative data of men and women regarding such factors as age on entry and at various grade levels, length of time it took to advance to higher grades, number of married women compared to men, and length of service at particular grade levels. The participants made concrete recommendations concerning the staff rules and regulations, recruitment, placement and assignment, and conditions of work.

The second colloquium in 1978 focussed on the Role of Women in Decision Making and its discussions were extended to include not only women in the UN system but also women at the national level and the role of non-governmental organizations. Measures were elaborated to improve recruitment, promotion, placement and assignment, training, conditions of work and the development of more adequate statistical data and analysis.

Impact of International Women's Year and the Decade for Women

The events of International Women's Year, the three world conferences on women, and the Decade for Women highlighted the fact that women's rights and issues that affect them are not isolated matters of interest to women only, but are important for the progress of society as a whole, and closely linked to such world problems as poverty, overpopulation, illiteracy, migration and urbanization, food shortages, malnutrition and poor health conditions. The years 1976-1985 saw many changes in programmes affecting women throughout the UN system and there was a new sense of commitment concerning the situation of women worldwide and the need for them to be fully integrated in all

development programmes. New institutions were created like the International Institute for the Advancement of Women (INSTRAW) and the Committee to Review the Convention on the Elimination of all forms of Discrimination against Women (CEDAW) which was completed in 1979. The regional commissions developed their own programmes and established special units to deal with the integration of women in development. UNDP paid increasing attention to the inclusion of women in its projects, often assisted by seed money made available through the voluntary fund for women which expanded and became an integral and important part of UNDP (UNIFEM).

Despite these positive developments on the world scene the situation of women in the Secretariat was slow to change. They continued to be largely excluded from the higher level policymaking positions although for the first time in the late seventies and early eighties a few women were promoted to the level of Assistant Secretary General from within the Secretariat - representing a new departure. Opportunities for promotion and career advancement generally, however, both for women in the professional category and those in general service posts remained limited.

Each of the three conferences of the Decade made recommendations aimed at improving the situation of women in the Secretariat but the most far-reaching emanated from Nairobi and the "Forward looking Strategies" it adopted by consensus. They widened the scope of the whole issue of the status of women in the Secretariat.

The conference recommendations focussed on such issues as: political commitment, accountable management practices, roster of qualified women, sexual harassment and grievances, a proposal for a high level seminar of heads of personnel, the establishment of 5 year targets of 30 percent women in all professional and higher level posts in the UN Secretariat by 1990, the appointment of a coordinator at the highest level in each UN organization and regional office, and the establishment of training programmes to facilitate changes in attitudes and support management development. The Conference also demanded that policies on recruitment, promotion, career development, training and remuneration of women be reviewed.

The recommendations were directed to all organizations in the UN system. Women generally welcomed them and 1985 opened on an optimistic note.

IV. Highlights of the Past 10 Years (1985-1995)

The past ten years have been years of uneven progress for women in the Secretariat and the high hopes and momentum generated by the Nairobi Conference were not sustained despite the action programme adopted in 1985 and the many administrative and other measures taken during these years. The appointment of the Coordinator for the Improvement of the Status of Women in the Secretariat at the level of Assistant Secretary General reporting directly to the Secretary General was short lived (March 1985 - June 1988). The post was downgraded to that of D.1 and renamed the Focal Point for Women within the Office of Human Resources Development. It was also a period of severe

financial constraints in the Organization which imposed a freeze on recruitment. New methods of personnel management were introduced focussing on an integrated human resources approach. Issues of sexual harassment and the need for improved grievance procedures began to be openly discussed. The measures taken resulted in some advances for women but not at the higher levels. In 1990 the General Assembly set a target of 35% women in posts subject to geographical representation, and 25% for women in posts D.1 and above by 1995. While the 35% target may be met this year the 25% target is still far from being achieved.

Appointment of the Coordinator for the Improvement of the Status of Women in the Secretariat and Establishment of the Post of Focal Point for Women

In March 1985 the Secretary General announced the appointment of Mercedes Pulido de Briceno of Venezuela as the Coordinator for the Improvement of the Status of Women in the Secretariat. He also pledged his own commitment "to make the condition of equality for men and women envisaged in Article 8 of the Charter a reality for the Secretariat and I expect this commitment to be shared by all my colleagues."

The post of Coordinator was not continued after July 1988 although the Principal Officer in her office remained in charge of the programme until April 1989. The position was then transferred to the Office of Human Resources Development and renamed Focal Point for Women. Two women have since held this post (Suzan Habachy from April 1989 to October 1993; and Parirokh Soltan-Mohammadi, the present officer)

The Secretary General's Action Programme (1985)

The action programme prepared in November 1985 was prefaced by the statement that worldwide efforts to achieve equality for women had taken on a new dimension with the recognition that political, economic and social development is limited by the absence of women in the decision-making process. Paradoxically this consensus among Governments and non-governmental organizations alike has been achieved at a time when women in the United Nations Secretariat still rarely participate in the formulation and execution of the Organization's political, economic and social activities or in technical cooperation programmes.

The statistical picture in 1985 showed a total of 23.1% of women in posts subject to geographical distribution (no USG, 4 ASG, 3 D.2 and 22 D.1); 30.5% in language posts (none at the USG, ASG, D.2 or D.1) and 6.5% in technical cooperation posts (none above the L.7 level). It noted also that 763 women out of a total of 1043 were in service oriented occupations: administration (382 or 37%), library work (66 or 6%) and language posts (316 or 30%). In the substantive areas women were best represented in the social sciences (112 or 11%) and economics (107 or 10%). The report states that "the lack of women's advancement in the Secretariat has its roots both in their confinement to service-oriented occupations and in the prevailing attitudes among many supervisors, who do not always give the same consideration to women's careers as to those of men." (A/C.5/40/30)

The action programme, which was prepared by the Coordinator after extensive consultations throughout the Secretariat covered five areas: recruitment of professional women; career development in all staff categories; training; conditions of service directly affecting women; and grievance and discrimination issues. Its goal is: to secure and maintain the attitudinal changes and the management commitment required for the full participation of women in the work of the Secretariat under conditions of equality. It was to develop in two stages and be monitored by a high level Steering Committee which would report directly to the Secretary General.

Appointment of the Steering Committee

The Steering Committee, composed of men and women representatives of United Nations departments and Programmes at UN Headquarters was established in 1986 and has met several times since. Most of its recommendations have been adopted.

In 1994 the Committee issued a survey to 28 heads of departments/offices, regional commissions, and Programmes asking about the current status of women (number and level), whether the targets of 35% and 25% would be met by 1995, the constraints which prevented attainment of these goals, and the most important measures required to achieve them. The results of the survey reinforced the importance of commitment at the highest level and of an integrated human resources approach. The committee commented that recruitment, career development, training and work/family related issues have been "much talked about but scarcely addressed, let alone reduced." The Committee also stressed that the work environment must be free from any form of sexual or other harassment and that issues such as flexible working hours, spouse employment and mobility problems required further study.

The Committee concluded its special report issued in December 1994 as follows: "United Nations advocacy in favour of women's advancement throughout the world can be credible only if the Organization plays an exemplary leading role. The policies and guidelines for this exist; lacking are the political will and commitment to implementation, more effective monitoring and accountability. The visible commitment of the Secretary General to the goal of equality in the new era of human resources management and the new system of accountability and responsibility give reason for cautious optimism."

Strategic Plan of Action (1995-2000)

In November 1994 a Strategic Plan of Action for the Improvement of the Status of Women in the Secretariat was developed, based on the Secretary General's Action Programme of 1985 and updated to reflect the human resources management strategies currently in effect. The long-term goals of this Plan are to create conditions of equality and opportunity for women to participate fully in the work of the Secretariat and to achieve complete parity by the year 2000. Its stated objectives are:

- (a) To achieve the target of 35% overall representation of women in posts subject to geographical representation by 1995 through the identification and setting of appropriate rates of recruitment and promotion;
- (b) To achieve the 25% representation of women at the D.1 level and above as soon as possible and not later than June 1997 through setting appropriate rates of recruitment and promotion at these levels;
- (c) To identify and adopt recruitment and promotion policies and procedures which support the Secretariat's efforts to reach the targets and objectives;
- (d) To establish clear opportunities for career development and improved conditions of work for the female staff in posts with special language requirements and in the General Service and related categories;
- (e) To formulate specific actions and identify viable means to facilitate the implementation of the plan.

When I reviewed the events touched upon in this section I came to the conclusion that despite the limited gains for women as revealed in the statistics, and the disappointments and frustrations at the slow rate of progress over 50 years women have nevertheless advanced some considerable distance from the days when we were told by the Director of the then Office of Personnel: "There is no discrimination against women in the Secretariat"

V. Conclusion

In looking back over the first 50 years of women and the United Nations I see many positive changes on the credit side of United Nations accomplishments. In virtually all Member States the law now accords equal political rights to women, and many of the legal disabilities in other areas based on the concept of the man as head of the family have been removed. The important work of standard setting through international instruments and the implementation procedures now in effect is of great importance to women generally, as are the many programmes being created throughout the UN system to enable women to become fully integrated into the development process. No doubt the Social Summit and the Fourth World Conference on women in Beijing will bring further progress in these areas.

How have these developments affected women at the United Nations?

While this Conference is to focus on women in the Secretariat - one of the 6 principal organs of the United Nations - it is interesting to note the extent of their participation over a 50 year period in other United Nations bodies. In the General Assembly only two women have ever held the office of President (Ms. Vijaya Lakshmi Pandit of India in 1953 and Ms. Angie Brooks of Liberia in 1969) and the majority of women representatives are still found in the Third (Social, Humanitarian and Cultural) Committee. No women have been elected as executive heads of the Organizations of the United Nations System (as against 89 men) although recently 4 women (compared to 55 men) have been appointed and confirmed by the General Assembly as heads of major UN programmes.¹¹ No women

(out of a total of 89) have been elected judges of the International Court of Justice.¹² Women are also largely absent from the highest ranks of the diplomatic missions to the United Nations in New York. The figures as of January 1994 show little increase from 1949 (from 16% to 22%) and only 11 women at that date held ambassadorial rank out of 240, with 67 missions listing no women members at all.

In the Secretariat the situation of women after 50 years still resembles a pyramid - wide at the bottom and decreasing sharply towards the top where policy is made. While this has been extended somewhat in recent years the target of 25% women in posts D.1 and above seems unlikely to be met in this 50th anniversary year. Throughout the Secretariat women continue to predominate in the general service category and are found mainly in the lower to middle ranks of service oriented or technical language positions. In the substantive areas they are represented mainly in the social sciences and economics. They are very underrepresented in the political areas, in peacekeeping and - surprisingly - in technical cooperation. They are also underrepresented in the regional commissions. The need to secure an equitable balance of men and women in all substantive areas and at all levels seems clear.

Why has progress been so slow? There is no dearth of studies, recommendations, policy statements, strategies, targets, General Assembly resolutions and pledges by successive Secretaries General as well as affirmative action programmes. These have only been touched upon briefly in this paper and have certainly had an impact. A major problem that persists today in this multi-cultural Organization is that of attitudes "Where women are seen by many men as different and therefore either as threatening or not really worthy of becoming part of the inner circle where power is brokered and decisions are taken. The problem of attitudes is compounded by the intercultural nature of the Organization whereby many different value systems are reflected in daily contacts."¹³

The UN experience in human rights demonstrates that a first difficult task is to change discriminatory laws and especially those that discriminate against women. Changing attitudes that are often based on centuries of tradition and custom is an even more challenging task.

How has the UN faced this challenge in the Secretariat? In my opinion with uneven progress. An important achievement has been the removal of the discriminatory provisions from the staff rules and regulations. Attitudes are slowly changing and there is now recognition, at least on paper, that the position of women throughout the United Nations common system does not meet the standards of equality set in the Charter and the many other international instruments that the United Nations and its agencies have initiated and adopted.

Over the years the position of women in the UN Secretariat has frequently been measured against that of women in its Member States and it has been argued time and again that the Secretariat is and can only be a reflection of its Member States. This 50th anniversary

year is a time of recommitment and a time for the UN to move ahead and become a model employer whose example its Member States can emulate.

This would be a fitting tribute to Eleanor Roosevelt who faced the challenge of being a token woman at the first session of the General Assembly in London in 1946 and, despite the built-in prejudice of her male colleagues, won their respect by her performance.

Footnotes

- ¹ Cf. *On My Own*, Eleanor Roosevelt, Chapter V, page 47
- ² *Ibid*, page 53
- ³ Report to the President on the Results of the San Francisco Conference by the Secretary of State, June 26 1945, pages 52-53
- ⁴ A/PV/29, pages 403 and 404.
- ⁵ E/2571, para 85; and E/2727, paras. 141 and 142
- ⁶ United Nations Instruments: Universal Declaration of Human Rights(1948); International Covenant on Economic, Social, and Cultural Rights and on Civil and Political Rights (1966) and First Optional Protocol; Convention on the Political Rights of Women (1952); Convention on the Nationality of Married Women (1957); Declaration on the Elimination of Discrimination against Women (1967); and Convention on the Elimination of All Forms of Discrimination against Women (1979)
ILO Conventions and Recommendations: Equal Remuneration Convention No. 100 (1951); and Recommendation No. 90 (1951); Maternity Protection Convention (Revised) No. 103 (1952); and Recommendation No. 95 (1952); Discrimination (Employment and Occupation) Convention No. 111; and Recommendation No. 111 (1958); Employment Policy Convention No. 122 (1964); and Recommendation No. 122 (1964); Employment (Women with Family Responsibilities) Recommendation No. 23 (1965)
UNESCO Convention: Convention against Discrimination in Education (1960)
- ⁷ World Conference of the International Women's Year, Mexico City, 19 June - 2 July 1975; World Conference of the United Nations Decade for Women: Equality, Development and Peace, Copenhagen, Denmark, 14 - 30 July 1980; and World Conference to Review and Appraise the Achievements of the UN Decade for Women: Equality, Development and Peace, Nairobi, Kenya, 15-26 July 1985.
- ⁸ Women at the D.2 level in the UN Secretariat in the early days included: Dame Mary Smieton (UK) first Director of Personnel; Alva Myrdal (Sweden), Principal Director, Bureau of Social Affairs, Department of Economic and Social Affairs, 1949-50; Julia Henderson (USA) who held a number of senior posts in the Secretariat from 1946-1971 when she left to assume the position of secretary-general of the International Planned Parenthood Federation; and Inga Thorsson (Sweden) Director of the Social Development Division, Department of Economic and Social Affairs.
- ⁹ A/49/587
- ¹⁰ *Equal Time*, November 1989
- ¹¹ Ms. Sadako (Japan), High Commissioner for Refugees, Ms. Catherine Bertini (USA), Executive Director of the UN/FAO World Food Programme, Dr. Nafis Sadik (Pakistan), Executive Director of the United Nations Population Fund (UNFPA)
- ¹² One woman, Judge S. Bastid (France) served as an *ad hoc* judge for a case involving the continental shelf
- ¹³ Mercedes Pulido de Biceno, Co-ordinator for the Improvement of the Status of Women

bership of the Council from twenty-seven to fifty-four.

The amendment to Article 109, which relates to the first paragraph of that Article, provides that a General Conference of Member States for the purpose of reviewing the Charter may be held at a date and place to be fixed by a two-thirds vote of the members of the General Assembly and by a vote of any nine members (formerly seven) of the Security Council. Paragraph 3 of Article 109, which deals with the consideration of a possible review conference during the tenth regular session of the General Assembly, has been retained in its original form in its reference to a "vote, of any seven members of the Security Council". the paragraph having been acted upon in 1955 by the General Assembly, at its tenth regular session, and by the Security Council.

CHARTER OF THE UNITED NATIONS

WE THE PEOPLES OF THE UNITED NATIONS DETERMINED

to save succeeding generations from the scourge of war, which twice in our lifetime has brought untold sorrow to mankind, and

to reaffirm faith in fundamental human rights, in the dignity and worth of the human person, in the equal rights of men and women and of nations large and small, and

to establish conditions under which justice and respect for the obligations arising from treaties and other sources of international law can be maintained, and

to promote social progress and better standards of life in larger freedom,

AND FOR THESE ENDS

to practice tolerance and live together in peace with one another as good neighbours, and

to unite our strength to maintain international peace and security, and

**SPECIAL REPORT OF THE
STEERING COMMITTEE FOR THE IMPROVEMENT OF THE
STATUS OF WOMEN IN THE SECRETARIAT**

21 December 1994

INTRODUCTION

(a) Background to the report

1. This special report has been prepared by the Steering Committee for the Improvement of the Status of Women in the Secretariat as a contribution to the forthcoming ACC discussion on the Status of Women in the United Nations system and to the preparatory work for the Fourth World Conference for Women. The Steering Committee was established by Secretary-General in 1986 in the context of an action programme to overcome the main obstacles to women's integration into the substantive work of the organization which was submitted to the General Assembly at its Fortieth Session. The Committee, which is an advisory body to the Secretary General, is composed of representatives of United Nations departments and Programmes at Headquarters.

(b) The Charter Standard

2. Efforts to increase the representation of women in the Secretariat seek to put into practice the fifty-year-old principle enshrined in Article 8 of the Charter. The initial draft text of the Charter, known as the Dumbarton Oaks Proposal, contained no provision on gender equality in the Secretariat.

3. At the San Francisco Conference (1945), the determined initiative of a small number of states, resulted in a serious and separately expressed commitment to the principle of equality with respect to the Organization itself by the elaboration of Article 8, which is couched in the following terms:

"The United Nations shall place no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs."

4. Indeed, Article 8 is not the only place in the Charter where the concept of gender equality is mentioned. Article 1 sets forth the purposes of the United Nations, which include "promoting and encouraging respect for human rights and for fundamental freedoms for all without distinction as to ... sex...". The idea of gender equality also finds some expression in Articles 55(c) and 76.

5. Five decades ago the pioneering delegates involved in the elaboration of Article 8 had to be content, and pleased, with their monumental achievement of getting equality recognized by the United Nations Charter as a governing principle.

6. However, the present representation of women in the senior levels of the Secretariat (D-1 to USG levels) stands at only 15.1 per cent out of a total of 344 staff members at these levels, there are 292 men and 52 women. 2/. This establishes the existence of an invisible, but highly resistant barrier to the advancement of women, which needs to be dismantled.

(c) Today's efforts in the Secretariat

7. This paper sets out, in section II below, a number of constraints that Departments and Offices have identified as obstacles to the efforts to achieve gender equality. The Steering Committee believes, however, that these obstacles can be overcome if the political and managerial commitment exists. It is the responsibility of the Secretary-General, and his senior managers, not only to pay homage to the principle of equality but also to actually implement that principle, by achieving gender equality in the Secretariat by the end of the century. The only way that this can be done is by a determined management commitment to achieve this goal. The era of excuses is over; the era of determined management action has arrived.

8. This serious and determined management commitment will ensure that the needed critical mass of women is recruited and promoted, so that fully qualified women candidates are available to fill the senior positions on an equal basis with men. Without such an effort, it will be decades before real progress is made at the senior level and before gender equality is achieved.

II. CONSTRAINTS

9. The attainment of the goal of equality between men and women in the United Nations Secretariat continues to be affected by a number of factors and constraints. While achieving the minimum target of 35 per cent women in posts subject to geographical distribution appears possible, the 25 per cent representation of women at D-1 level posts and above by 1995 is clearly not. The current figures for the Organization are 32.6 per cent overall and 15.1 per cent at levels D-1 and above. In view of this reality, the Steering Committee undertook a more in-depth study of these constraints, the results of which are presented in this section.

10. The Steering Committee sent out a questionnaire to 28 heads of departments/offices, regional commissions, Programmes and Funds including UNDP, UNFPA and UNICEF, which are also represented on the Steering Committee. Programme managers were asked to respond to questions relating to the current status of women (number and level) in their organizational units; to state whether the mandated goal of 35 per cent women overall in posts subject to geographical distribution and 25 per cent women at D-1 level and above could be reached by end of 1995; to explain how these goals can be reached by 1995 or, alternatively, to explain why that would not be possible; to indicate the constraints which prevented the attainment of these goals; and to state what would be the most important measures to achieve them.

11. All 28 recipients replied. Eleven indicated that they have reached or exceeded the 35 per cent target for women in posts subject to geographical distribution. Only five out of 25 departments/offices in the UN Secretariat reported having reached the 25 per cent target for women for posts at the D-1 level and above. Moreover, only one reply noted that it would reach the 25 per cent target by 1995. Four reported having no women at the D-1 level or above. Of the three Programmes surveyed, UNFPA leads with an overall percentage of 28 per cent, UNICEF has 22.1 per cent and UNDP 15.3 per cent. In this survey, the presence of women at senior management levels seems to correspond to a better gender balance throughout the organization -at least in the three Programmes which were part of the survey. (See table below).

PERCENTAGE OF WOMEN STAFF BY DEPT/OFFICE IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION IN THE UN SECRETARIAT as at 31 July 1994

DEPT/OFFICE	USG	ASG	D-2	D-1	P-5	G. A. P-4	TARGETS: P-3	P-2/P-1	TOTAL W	GRAND TOTAL	35(%) OVERALL % WOMEN	25 (%) D1 + % WOMEN D-1+
OHRM	0	0	3	1	6	12	8	11	41	81	61	60
DAM	0	0	0	2	3	1	3	0	0	19	47.3	40
OPPBF	0	0	1	1	6	21	9	10	47	103	45.6	18.2
DPI	0	0	0	6	14	34	43	32	120	N/A	42.4	20
DPA	0	1	0	4	12	19	12	13	81	162	40.1	15.0
OLA	0	0	1	0	7	6	8	8	30	78	38.4	7
OCS	0	0	0	6	20	84	78	18	210	566	37.1	48.1
EOSG	0	0	1	2	3	2	1	3	12	32	37	9
UNDCP	0	0	0	1	1	6	6	5	10	61	35.2	25
DESIPA	0	0	0	1	11	18	13	12	63	162	36	29
DPCSD	0	1	1	2	10	13	9	8	42	121	36	8.3
DDSMS	0	0	0	1	6	17	10	1	36	104	34	12
DPKO	0	0	1	2	2	7	13	9	33	107	33.6	7.0
UNEP	1	0	2	2	14	29	28	32	108	363	31	NA
UNOG	0	0	0	3	12	20	22	17	74	248	31	17
OGS	0	0	1	0	3	8	11	8	20	97	29.8	14.2
OIOS	0	0	0	0	2	0	3	3	17	60	29.8	7.0
UNCHS	0	0	0	1	2	2	6	2	13	47	29.3	0
ESCAP	0	0	1	0	1	10	10	11	33	124	26.6	20
ECLAC	0	0	0	0	4	10	14	7	36	134	26.8	10
ESCWA	0	0	1	0	2	5	8	3	17	87	28.1	0
UNCTAD	0	0	1	3	6	11	20	10	61	220	25	16.6
DHA	0	0	0	0	1	3	3	3	0	42	23.1	11.4
ECE	0	0	1	1	1	6	7	8	21	94	23	0
UNOV	0	0	0	0	1	3	1	4	9	48	22.3	20
UNICEF	0	1	4	10	85	174	306	317	902	2331	38.7	19.8
UNFPA	1	0	1	5	17	18	13	14	69	186	42.4	20
UNDP	0	1	8	10	61	92	109	8	308	890	31.3	16.3

12. The responses clearly indicate that, in the Secretariat, it is the Regional Commissions and smaller departments and offices that lag behind with respect to the two targets. Larger offices and departments, particularly at Headquarters, fared better. For example, the Department of Administration and Management has come closer to achieving the 50 per cent representation of women in Professional posts. The better gender balance of departments at Headquarters is generally attributed to such factors as access to a larger pool of qualified women in New York, better communication and formal and informal networking at Headquarters, women's better access to vacancy announcements and the informal support network inside and outside the Secretariat. To a certain degree one could say that Headquarters departments are subject to greater scrutiny in this regard.

13. Several constraints were mentioned by programme managers to explain the disappointing progress towards increasing the number of women in Professional posts, particularly at the senior policy level. These included such old issues as: for posts subject to geographical distribution, the fact that qualified women candidates are from over-represented countries, or the lack of candidates from unrepresented or under-represented countries; the small pool of women candidates with technical or specialized qualifications; and recruitment patterns in the 70's that favoured men, who now constitute the pool of internal candidates for promotion to the D-1 level and above. New issues mentioned by programme managers related to: the effects of restructuring and decentralization and the fact that the recruitment freeze affected the ability of the Organization to meet its targets for women; lack of competitive salaries; and lack of opportunities for employment of spouses.

14. The recommendations put forward by programme managers for overcoming these constraints and achieving the proposed targets included: internal training programmes for women already on board; external recruitment of qualified women, including the setting of quotas for their recruitment; national competitive examinations restricted to women only and greater flexibility regarding geographical over-representation; making the achievement of the set targets a commitment which would be integrated in the overall process and priority concerns of the Organization and for which programme managers would be held accountable.

15. In the Steering Committee's view, the majority of the constraints listed and the recommendations put forward by the programme managers have already been acknowledged and reflected in reports of the Committee and in the reports of the Secretary-General to the General Assembly, as well as in directives contained in various Secretary-General's bulletins. The conclusions and recommendations of

the Joint Inspection Unit's report on the advancement of the status of women in the United Nations Secretariat (A/49/176), transmitted by the Secretary-General to the General Assembly at its forty-ninth session, indicate that the major obstacles to women's advancement are commitment at highest level and lack of an articulated human resources management strategy. Thus, recruitment, career development, training and work/family related issues have been much talked about but scarcely addressed, let alone reduced. In this connection, attention should be paid to the quality of the work environment, which must be free of any form of sexual or other harassment. Any study of how working conditions can foster the advancement of women should consider inter alia flexible working hours, spouse employment and mobility problems.

16. The Steering Committee would, however, like to state that the survey questionnaire seems to have served as an instrument of awareness-raising and sensitizing of programme managers, in that it enabled them to see clearly the gender composition of their staff. In effect, the preparation of the responses to the questionnaire has served as an assessment of their own departments' and offices' performance in the area of improvement of the status of women. Four responses even made direct reference to the importance of commitment to and accountability for achieving this objective by programme managers. Accordingly, the Steering Committee very much welcomes the strong emphasis placed by the General Assembly, the Secretary-General and the staff representatives on new human resources management approaches. Indeed this, together with the new system of accountability and responsibility due to come into effect as of January 1995, can be instrumental in increasing the overall effectiveness of the Organization and achieving the long-stated objectives for the advancement of the status of women in the Secretariat.

17. The questionnaire also indicates the crucial need for Member States to give practical effect to their pronouncements in the General Assembly and other fora by regularly submitting women candidates to the United Nations Secretariat, particularly for high-level vacancies. At least half of the candidates proposed by Member States for a given post should be women.

III. RECOMMENDATIONS

Commitment at the highest level

18. The experience of UNICEF and UNFPA has shown that gender equality goals can be achieved only if there is management commitment and determination, and if executive heads persistently hold their senior managers accountable for their actions in this area. In a new environment of accountability in the United Nations Secretariat, achieving the goals set by the General Assembly and proclaimed by the Secretary-General must be a part of management culture.

The Steering Committee recommends that the methods used by those organizations, inside and outside the United Nations system, which have made substantial progress or succeeded in achieving gender equality should be studied with a view to adapting them to the needs of the United Nations Secretariat.

Recruitment and promotion

19. The rate of increase in the recruitment and promotion of women overall has to continue at least at the 1994 rate of 1.3 percentage points for the period from 30 June 1994 to 30 June 1995 in order to achieve the 35 per cent overall target by June 1995. The expectation is therefore that the Secretariat would not only achieve the 35 per cent target by 1995 but would surpass it.

20. The picture at levels D-1 and above, however, is much less satisfactory than the overall percentage. Appointments at higher levels should therefore be the focus of the Secretariat's efforts.

The Committee recommends that the Secretary-General should appoint women to positions that become available at Under-Secretary-General and Assistant-Secretary-General levels between now and 30 June 1995.

The Committee further recommends that the promotion and recruitment of women at D-1 and D-2 levels should be increased to at least 50 per cent of all vacancies and new posts for the same period.

21. Analysis of recruitment and promotion of staff in the first half of 1994 (January - June) indicates that, although promotion of women from P-1/P-2 to P-5 was 54 per cent, more women were promoted at levels P-2 through P-4, whereas more men were promoted at P-5 and D-1. The same pattern continued in the number of women recruited through the appointment and promotion bodies. While 67 per cent and 71 per cent of P-1 and P-2/P-3 recruits were women, only 12 and 20 per cent of those recruited at P-4 and P-5 levels were women.

22. The promotion and recruitment of women has been made a priority task for the appointment and promotion bodies, which have been briefed on the existing mandates, targets, special measures and administrative instructions from the Secretary-General, the monitoring role of OHRM and the responsibility of these bodies. Since promotion to P-5 and D-1 is recommended by the Appointment and Promotion Board, its adherence to the Secretary-General's instructions and existing measures will therefore be instrumental in increasing the chances of women P-4 and P-5s for promotion to higher levels.

The Committee therefore recommends that the Secretary-General should remind these bodies of their responsibility to do all they can within their authority to screen candidates, demand accountability from departmental heads and select and recommend women candidates for the endorsement of the Secretary-General, in particular at the P-5 and D-1 levels.

23. The need for a constant supply of professional women at lower levels is still a concern of the Committee. One response to the questionnaire said that National Competitive Examinations should be organized for women only until the overall target of 35 per cent is attained. The Committee feels that this is too discriminatory in favour of one group of people. Nevertheless,

The Committee recommends that rigorous campaigns should be mounted to increase the number of women applicants for the National Competitive Examinations in the countries where these will take place, particularly in countries with lower representation of women.

The Committee also reiterates its previous suggestion that General Service staff should also be allowed to compete for P-2/P-3 posts on a par with other nationals of their countries and to take the National Competitive Examinations in their chosen field.

Training

24. Training throughout the Secretariat is essential to transform the management culture, to prepare women for assuming higher-level assignments and to facilitate their selection for decision-making posts, and to sensitize the management to gender issues. The Committee feels that targeting women for management training is not as effective as integrating the status of women into management sensitivity training, especially in the modules dealing with diversity and change. However, specific issues such as women's leadership styles and how they deal with power and decision-making might warrant separate training for women.

25. As for [Competency-based or academic] training geared to women only, the Committee feels that such training is useful if it is part of a career planning and development package or in-service training which would enable the women staff to be promoted to higher levels. However, more opportunities should be offered to women who are not in senior management posts to participate and contribute to change of management culture.

The Committee therefore welcomes the intention of the Secretary-General to include more P-5 and D-1 women in senior management seminars and retreats.

Furthermore, the Committee recommends that a scholarship fund should be set up to financially assist junior professional staff, particularly women, to obtain further academic qualifications in fields important to the Organization and General Service staff who wish to prepare for taking the G to P exams in fields other than those covered by their current job.

Implementation

26. The Committee is aware that its recommendations, as well as the strategies and measures proposed by the Secretary-General, will have an impact only if there is visible commitment from the Secretary-General and senior managers and a strong commitment by departmental heads to the implementation of the proposed strategies.

27. The Secretary-General has confirmed his commitment to the goals and objectives for the improvement of the status of women publicly and in formal and informal forums. In order to ensure commitment from policy-level senior and operational managers,

Recommendations which have been accepted by the Secretary-General must become the criteria for appraising the performance of managers and supervisors in achieving the goals of the Organization for gender balance.

IV. CONCLUSION

28. United Nations advocacy in favour of women's advancement throughout the world can be credible only if the Organization plays an exemplary leading role. The policies and guidelines for this exist; lacking are political will and commitment to implementation, more effective monitoring and accountability. The visible commitment of the Secretary-General to the goal of equality in the new era of human resources management and the new system of accountability and responsibility give reason for cautious optimism.



THE SECRETARY-GENERAL

WORLD SUMMIT
FOR SOCIAL
DEVELOPMENT

Copenhagen
Denmark
6-12 March 1995



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UNTIL RIGHTS AND FULL POTENTIAL OF WOMEN ARE ACHIEVED, DECLARES

SECRETARY-GENERAL, WORLD'S SERIOUS PROBLEMS CANNOT BE RESOLVED

Secretary-General Addresses Special Meeting at World Summit
For Social Development, in Observance of International Women's Day

Following is the text of the statement by Secretary-General Boutros Boutros-Ghali, to be delivered today at a special meeting of the World Summit for Social Development, in observance of International Women's Day, 1995:

On International Women's Day we celebrate past achievements, discuss continuing problems, and stimulate action for the future.

This year these are also the objectives of a larger effort. The entire United Nations system is celebrating its fiftieth anniversary.

But there is a far stronger link between International Women's Day 1995 and the United Nations as a whole.

This is because the problems faced by women everywhere lie at the heart of the global agenda. Until the rights and full potential of women are achieved, enduring solutions to the world's most serious social, economic and political problems cannot be achieved. In many cases, efforts to improve the lives of women offer the most immediate means of changing entire societies for the better.

This is why the global conferences and summits, which are being convened by the United Nations, have women at their centre.

(more)

At the 1990 World Summit for Children, setting goals for children's health, nutrition and education meant goals for women and children.

In Rio in 1992, the Earth Summit highlighted the critical role of women in sustainable development. The Plan of Action adopted at Rio sets specific guidelines for integrating women into Agenda 21.

In Vienna in 1993, the World Conference on Human Rights gave priority to the full and equal enjoyment by women of all human rights. Respect for women's rights is at the heart of the overall human rights programme.

The situation of women was key to the 1994 International Conference on Population and Development in Cairo. The rights and education of women are a major focus in linking demographic change to sustainable development.

And here in Copenhagen, at the Social Summit, women are a pivotal concern. Poverty cannot be eliminated, productive employment cannot be expanded, and social integration cannot be achieved, unless women fully and equitably participate in social development.

The next step is the Fourth World Conference on Women in Beijing in September. The Beijing Conference can draw together what has been accomplished. It can point the way ahead.

In the global effort for peace and enduring progress, the promotion and protection of women's rights are central. Success in these tasks means progress for everyone: young and old; men, women and children. There is no better way to open the second half-century of the United Nations than by ensuring equality, peace and development for women by the opening of the twenty-first century.

Two years ago, on this day, I called for fifty-fifty -- an equal division between women and men in professional posts at the United Nations -- by the Fiftieth Anniversary. We have yet to achieve this goal. It is my hope that before the end of this decade, the United Nations will be a place where women and men will have completed job equality.

* * * * *

STATEMENT
by
Ms. Pari Soltan-Mohammadi
Focal Point for Women
to
THE THIRD COMMITTEE OF THE GENERAL ASSEMBLY
on Agenda Item 97

IMPROVEMENT OF THE STATUS OF WOMEN IN THE SECRETARIAT

1 December 1994

MR. CHAIRMAN

DISTINGUISHED DELEGATES

LADIES AND GENTLEMEN

I have the privilege to present the Secretary-General's report, document A/49/587, on the Improvement of the Status of Women in the Secretariat.

The report responds to General Assembly resolution 48/106 of 20 December 1993 by which the General Assembly reaffirmed the goals set in previous resolutions of the General Assembly of an overall 35 per cent representation of women in posts subject to geographical distribution, and a 25 per cent increase in posts at levels D-1 and above by 1995.

I do not wish to dwell on the specifics of the resolution and the current status of women, which can be found in the report and other documentation submitted to the General Assembly under item 113; suffice it to mention that resolution 48/106 emphasized the importance of closing the gap between men and women in senior policy-level and decision-making posts, and improving the representation of women from unrepresented and underrepresented countries and regions.

Not forgetting that reaching the above targets would inevitably require both investment of human resources and commitment of the Secretariat and the Member States to those goals, the General Assembly also called on the Secretary-General to strengthen, from within existing resources, the focal point for women in the Secretariat, and strongly urged the Member States to support the Secretariat's efforts by identifying and submitting more women candidates specially for levels D-1 and above, encouraging women to apply and creating and sharing with the Secretariat national rosters of women candidates.

The Secretary-General's report is a departure from the usual progress report, because it includes, in section IV, the framework of a Strategic Plan of Action for the Improvement of the Status of women, 1995-2000, which lays out in more specific, time-bound and measurable actions what needs to be done if we hope to reach by 1995, the goals set up by the General Assembly, and even more importantly, gender equality by the year 2000. The plan may seem audacious as it aims to accomplish in five years what was not possible in 49 years. Nonetheless, such a bold plan, which ties the goals to action is absolutely timely and necessary.

Timely, because we owe it to the 1995 Fourth World Conference on Women to show our intention to practice what we preach, and necessary, because by the second quarter of 1994, as a result of studies and projections undertaken in the Office of Human Resources Management, we knew for certain that despite steady overall progress, if we continued business as usual, we would not reach the targets by 1995, and not even by the year 2000.

This study coupled with the circulation of the first draft of the Joint Inspection Unit's report on the Status of Women in the Secretariat, as well as the dialogue and discussions that the JIU inspectors conducted with the representatives of a large cross-section of staff and members of the Steering committee for Improvement of the Status of Women in the Secretariat, brought the status of women to the forefront of OHRM's priorities at the very beginning of the formulation of the new strategy on Human Resources Management for the organization.

I would like to highlight and report on progress made in the proposed Strategic Plan for the Improvement of the Status of Women in the Secretariat (paragraphs 30 to 46 of document A/49/587) since 30 June 1994. The progress report would also constitute a response to the Ten Point Recommendations advanced by Inspector Daes for reform of human resources management and improvement of the advancement of women in document A/49/176, the JIU report on the Advancement of the Status of Women in the United Nations Secretariat in an era of " human resources management " and "accountability": a new beginning?

I am pleased to report that the Strategic Plan has not only replaced the ineffective current " Action Programme " as proposed by the Inspector, but has gone way beyond redressing the current situation into formulating a vision and concrete action to help the Secretariat to reach a 50-50 gender balance by the year 2000. The goals and objectives of the Strategic plan have been translated into a succession plan based on attrition and the expected number of vacancies that are likely to occur for 1995-2000, with specific annual targets and percentages for levels

P1/2 to USG. The succession plan is supported by a well-articulated implementation plan that touches on every area that bears on the status of women, in short: a blueprint for action.

The feasibility and success of the plan is contingent on: 1) the availability of Data & Analysis for forecasting and management decision-making, 2) an Accessible OHRM Database available to all OHRM staff which contains all necessary information for recruitment and or promotion decisions to save time and increase the efficiency of the processes; 3) Planning to avert reacting to the situation and to make the processes more proactive; 4) Communication to inform and involve the management and staff in the plan, thereby gaining credibility and their support; 5) Accountability/Awareness to convey to all the necessity of individual contribution to and responsibility to the equality goals; 6) Trend Analysis Report to indicate and measure the success and/or failure of every manager in implementing the plan; and 7) Training to change and improve the management culture to support the plan. Since these points are also the building blocks of the Secretariat's strategy for the human resources of the organization proposed by the Assistant-Secretary-General for Human Resources Management, it will benefit from the success of that strategy.

A number of scenarios have also been tested to show the alternative routes we can take to reach the targets and the consequences of each. Although some differences in the configuration of these scenarios exist, all have one thing in common: no matter how the pie is divided - that is, the limited number of posts subject to geographical distribution likely to become available between now and 2000 - a larger proportion of these posts should be filled with women than ever before. This is a fact that has to be faced, accepted and implemented through concerted and coordinated effort throughout the Secretariat and with the support and involvement of the Member States.

An important feature of the plan is its treatment of related issues to the achievement of the numerical targets, e.g. career development, training, organizational development and culture change, reform of the processes of recruitment and promotion, technological improvements at the service of human resources development, monitoring, accountability and maintenance of the plan.

Interestingly, developing the strategic plan of action for women has served to reaffirm the Secretary-General's conviction that the status of women in the Secretariat can not be treated in isolation from the crisis of human resources development and management issues facing the Secretariat. The plan has in effect become a human resources development plan for the Secretariat.

Having a plan, no matter how well formulated, is only half of the work; the implementation of the plan, especially reaching the targets for women, is even more necessary and daunting than tackling the difficult task of allocating the limited posts in such a way as to reach equality. Bearing in mind the provisions of article 8 of the UN Charter, to be fair, and to avoid reacting to the situation by placing members of one gender or another on vacancies to reach a target, we must have a larger pool of experienced and qualified women to draw from. We must find better access to women and encourage them to apply, and nurture the careers of women staff, we must overcome bureaucratic hurdles in the Secretariat and elsewhere, and attitudes of managers at all levels in the Secretariat and in the Member States. Above all we must become a credible employer and provide a worthwhile career path for the women already on board and the prospective ones.

In response to these needs, the Strategic Plan under C. Implementation, on pages 14 to 16 of document A/49/587, specifies ten strategies to be adopted and implemented. In many cases, such as upgrading of the roster and advertising of vacancies, the action taken has only meant a revitalization of an existing strategy which, for want of resources or commitment, had remained dormant. Of the ten, the following have been initiated and are operational: planning and database development, a specific roster of external candidates, a Secretariat-wide network of focal points, broad advertising and communication, targeted recruitment missions, reform of the processes of recruitment and promotion and involvement of the focal point in the processes. But these efforts are small and can not be sustained for lack of funds and human resources. Unless the strategic plan and the focal point receive funds and in-kind support from the Member States to tide it over in 1995, these strategies, like the ones before, will remain unutilized.

Changes of management culture, career development, in-service training, mobility and issues of dual career, spouse employment, training, monitoring, appraisal and follow-up will be developed in tandem with the strategy for human resources of the organization proposed by the Assistant Secretary-General.

It has often been said, and I wish to repeat it, that the United Nations is but a reflection of what is out there- the world community. Nowhere is this truism more obvious than in the representation of women in the Secretariat. And as men and women of conscience, fairness and knowledge struggle to bring women's perspective to bear on solving the issues facing the survival and development of humankind and planet Earth, so must we endeavor to bring women into the processes of decision-making and action in the United Nations. The participation of women, in sufficient numbers and at levels that make a difference in the work of the United Nations, as staff and delegates, Governmental or non-governmental representatives, is no longer merely an equality or

gender issue, it is fundamental to shaping the role of the United Nations in fulfilling its Charter.

A few days ago, I was witness to the courage of African women in the 5th African Regional Conference Preparatory to the 1995 Conference in Beijing to tell their Governments and the United Nations, in no uncertain words, that they want to participate in shaping the policies and decisions that affect their countries, communities and families. They declared to the world that they will not accept being recipients and victims of the collective decisions of Governments and the United Nations; that they were tired of putting the pieces of their shattered lives together during and after war, conflict, disaster and poverty. They demanded to be part of the decision-making in order to resolve conflicts through negotiation, not war; to funnel funds to peace and development not to weapons of destruction; to feed, clothe and educate their children to break the vicious cycle of poverty; to prevent violence and abuses of human rights; and to protect the environment for the future generations. It is not surprising then that four of the few recommendations of the UN agencies which were accepted and incorporated into the Regional Platform of Action called for increasing the number of women in the United Nations and the United Nations meetings and bodies at policy and decision-making levels. The African women, like women at the other four UN regional preparatory meetings, have the vision to know where they fit and why they should be represented in the UN, can we afford not to have such a vision?

Achieving better representation of women in the Secretariat is a shared responsibility of the Secretariat and the Member States which requires commitment and increased levels of resources for that specific purpose. The Secretary-General will ensure the acceptance of and commitment to the proposed strategic plan of action by Administration, OHRM, and senior management. The Member States are requested to support these efforts by proposing qualified women for vacancies especially at higher levels, maintaining liaison and facilitating communication between women and the Secretariat, and pledging human and financial resources to the Secretariat for this purpose now and for the next biennium.

file

24 June 1996

*Nicole -
Tell her
HRC can do.
done*

Dear Melanne,

Although the date is late, I wonder if the First Lady has finalized her vacation plans, and if she might be available to attend our Human Development Report launch on Tuesday, 16 July. As I mentioned, the luncheon will be held from 12:00-2:00 on Capitol Hill. We would truly welcome the opportunity to have the First Lady be the main speaker at the luncheon.

Please let me know if this is within the realm of the possible.

Sincerely,

Sarah

Sarah Burns
Senior Liaison Officer

Ms. Melanne Verveer
Deputy Chief of Staff
Office of the First Lady
Room 100 OEOB
Washington, DC 20500



- ☒ HUMAN DEVELOPMENT REPORT 1996
- ☐ RAPPORT MONDIAL SUR LE DEVELOPPEMENT HUMAIN 1996
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- ☐ 人間開発報告書 1996
- ☐ تقرير التنمية البشرية لعام ١٩٩٦

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- Until 17 July 1996, 0200 GMT
- Jusqu'au 17 juillet 1996, 02h. TU
- Hasta el 17 de julio 1996, 02.00 GMT
- Bis 17. Juli 1996, 02.00 h GMT
- Fino al 17 luglio 1996, 02 GMT
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شعبة العلاقات العامة
برنامج الأمم المتحدة الإنمائي

One United Nations Plaza
New York, NY 10017
USA

European Office
Palais des Nations
1211 Genève 10
Suisse

Nordic Information Office
Gittervej 20 Freeport
PO Box 2530
DK-2100 København Ø
Denmark

UNDP Washington Liaison Office
1775 K Street, NW, Suite 420
Washington, DC 20006
USA

UNDP Liaison Office
UNU Building
53-70 Jingumae, 8th Floor
5-chome, Shibuya-ku
Tokyo 150
Japan

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民衆を開発の中心に

وضع الناس في محور التنمية

Note: The Human Development Report 1996 will be released on 17 July in Tokyo by chief author Richard Jolly and in Washington, DC by UNDP Administrator James Gustave Speth. It is embargoed for 0200 hours GMT on the 17th.

Dear Editor:

While much of the world is enjoying steady economic growth, a significant part of the world is not. And even where there is growth, it does not always translate into employment or betterment of people's lives. Where and why does some growth spurt ahead while in other countries it stopped long ago? Why is there "jobless growth" in the midst of plenty? Who is getting the lion's share and who the scraps? Most of all, what can be done to give everyone a fair share of the growing pie? These are questions asked and answered in the *Human Development Report 1996*, the seventh in a series of annual reports that looks at economic — and social — development from the point of view of the people development is supposed to help.

This year's report was written for the United Nations Development Programme by a team of international experts under the guidance of Richard Jolly, former Deputy Executive Director of UNICEF and now Special Adviser to the Administrator of UNDP. It is not a policy document of UNDP, but it provides valuable information and proposals for policy makers, private organizations, journalists and UNDP itself to consider as development policy is being debated.

The basic premise of this report, as of all the others, is that economic growth is a means and human development the goal, that it is people and not gross national product that matters. The heart of the report is the Human Development Index, which ranks countries on the basis of life expectancy, educational attainment and basic purchasing power. Last year, the report created separate measures to see how women fare compared with men in human development and in economic and political empowerment. This year, a new index is introduced to show the hidden dimensions of poverty — the lack of the most minimal capabilities needed to pursue human development and to escape income poverty. It is called the Capability Poverty Measure (CPM), and it shows that many countries have more capability poverty than their income poverty levels would suggest.

Here are some key findings of the Report:

- Economic decline or stagnation has hit 89 countries over the past 10 years, reducing the incomes of more than a quarter of the world's population.
- Of 46 countries that did show economic growth, 19 or more than 40 percent suffered contracting employment opportunities, or jobless growth.
- No country can sustain high levels of economic growth without a strong foundation of human development.

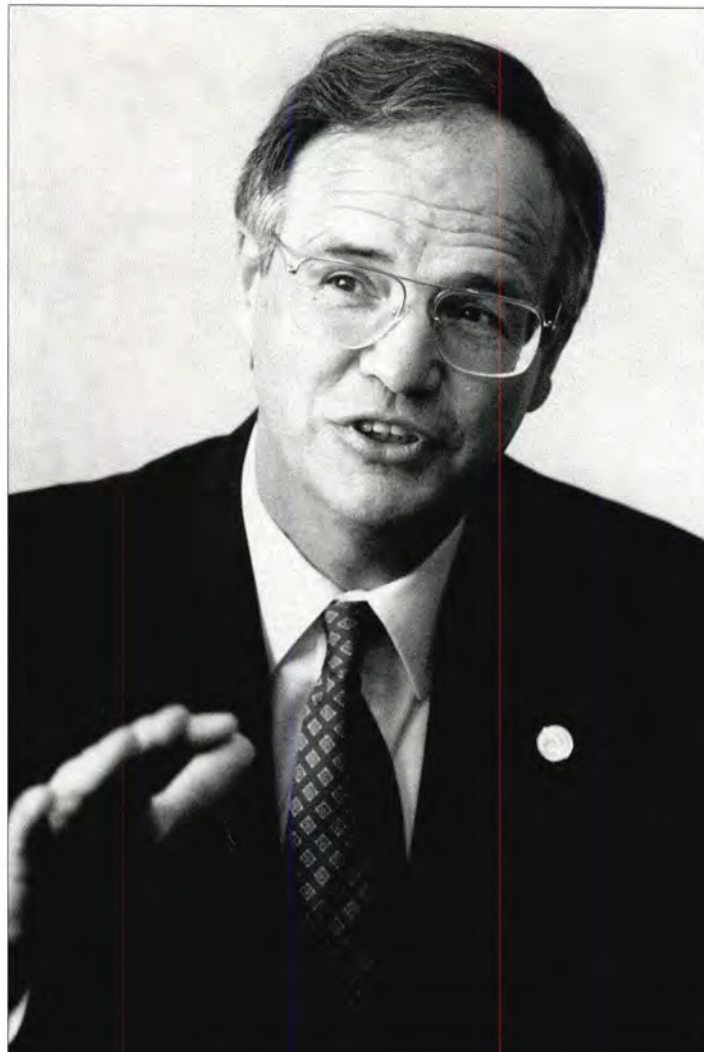
As always, the report suggests policy steps, both within countries and in the international community, to help achieve long-term growth, defeat poverty and raise employment opportunities and levels of human development.

You will find this book a source of news and commentary as well as a valuable reference, especially when you write about the developing countries, home to 80 per cent of the world's population. We invite you read the report and discuss it. We will deeply appreciate receiving articles or commentary that you write or broadcast, or any comments on the report that you want to send us, at one of the addresses on the back of the folder.

Sincerely yours,



Djibril Diallo, Director
Division of Public Affairs



James Gustave Speth

Administrator
United Nations Development Programme

Administrateur
Programme des Nations Unies pour le développement

Administrador
Programa de las Naciones Unidas para el Desarrollo

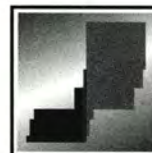
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Программа развития Организации Объединенных Наций

مدير
برنامج الأمم المتحدة الإنمائي





Richard Jolly

Principal Author and Coordinator of the HDR
and Special Adviser to UNDP Administrator

Auteur principal et coordonnateur du Rapport mondial
sur le développement humain
et Conseiller spécial de l'Administrateur du PNUD

Principal autor y coordinador del Informe sobre Desarrollo Humano
y Asesor Especial del Administrador del PNUD

Autore principale e coordinatore del Rapporto sullo Sviluppo Umano
e Consigliere speciale dell'Amministratore dell'UNDP

Hauptautor und Koordinator des Berichts über die menschliche Entwicklung
und derzeit Sonderberater des Administrator des UNDP

Autor principal e coordenador do Relatório do Desenvolvimento Humano
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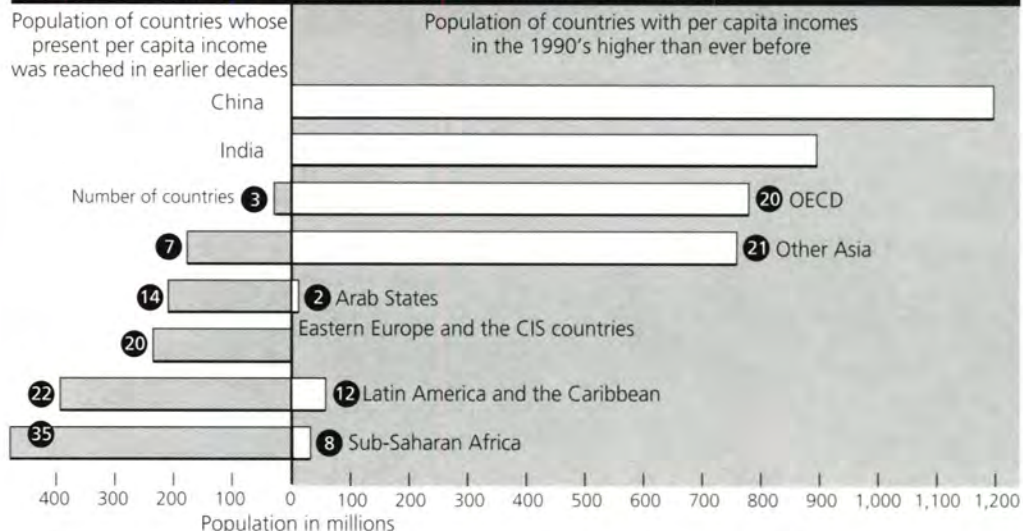
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Growth has failed for more than a quarter of the world's people



ABOUT THE COVER

The diagram shows the regional shares of world population. The lighter area to the right of the vertical line represents people in countries with incomes in the 1990's higher than ever before. They number over 3 billion people in about 60 countries, mostly Asia and OECD. The area to the left of the vertical line represents people whose incomes in the 1990's were lower than in earlier decades—about 1.5 billion people in about 100 countries. The background diagonal (on the cover only) shows the slow but significant improvement in human development in almost all countries in recent decades.

When did countries with failed growth first reach their present per capita income?

1960 or before

Armenia
Central African Rep.
Chad
Georgia
Ghana
Haiti
Iraq
Kuwait
Liberia
Madagascar
Nicaragua
Niger
Rwanda
Senegal
Sudan
Tajikistan
Venezuela
Zaire
Zambia

In the 1960s

Bahamas
Bolivia
Côte d'Ivoire
Estonia
Guyana
Kiribati
Libyan Arab
Jamahiriya
Lithuania
Mauritania
Peru
São Tomé and
Príncipe
Saudi Arabia
Sierra Leone
Somalia
South Africa
Togo

In the 1970s

Albania
Algeria
Argentina
Bahrain
Brunei Darussalam
Cameroon
Comoros
Djibouti
El Salvador
Gabon
Gambia
Guatemala
Guinea-Bissau
Honduras
Iran, Islamic Rep. of
Jamaica
Kazakhstan
Kyrgyzstan
Latvia

Malawi
Mali
Mexico
Mozambique
Namibia
Nigeria
Poland
Romania
Tanzania
Trinidad and Tobago
Turkmenistan
Ukraine
United Arab Emirates
Uzbekistan
Vanuatu
Zimbabwe

In the 1980s

Azerbaijan
Barbados

Belarus
Benin
Brazil
Bulgaria
Burkina Faso
Burundi
Canada
Congo
Czech Rep.
Dominican Rep.
Ecuador
Egypt
Ethiopia
Finland
Hungary
Iceland
Jordan
Kenya
Mongolia
Morocco

Myanmar
Panama
Paraguay
Philippines
Slovakia
Suriname
Swaziland
Syrian Arab Rep.

Countries with per capita incomes in the 1990s higher than ever before

Antigua and
Barbuda
Australia
Austria
Bangladesh
Belgium
Belize
Botswana
Cambodia
Cape Verde
Chile
China
Colombia
Costa Rica

Cyprus
Denmark
Dominica
Equatorial Guinea
Fiji
France
Germany
Greece
Grenada
Guinea
Hong Kong
India
Indonesia
Ireland

Israel
Italy
Japan
Korea, Rep. of
Lao People's Dem.
Rep.
Lesotho
Luxembourg
Malaysia
Maldives
Malta
Mauritius
Nepal
Netherlands

New Zealand
Norway
Oman
Pakistan
Papua New Guinea
Portugal
Saint Kitts and Nevis
Saint Lucia
Saint Vincent
Seychelles
Singapore
Solomon Islands
Spain
Sri Lanka

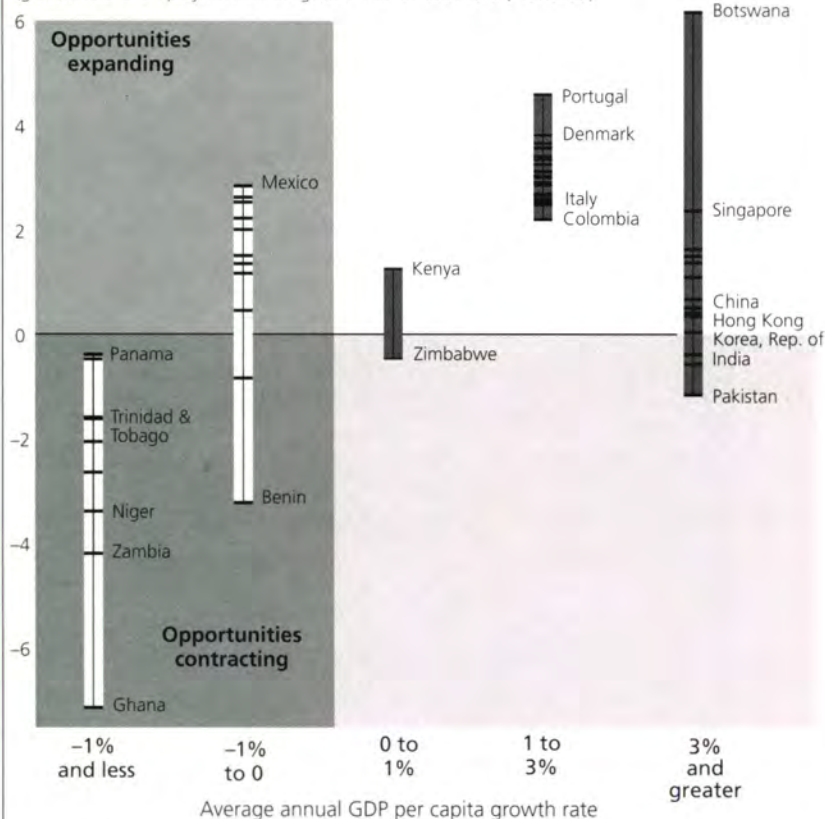
Sweden
Switzerland
Thailand
Tunisia
Turkey
Uganda
United Kingdom
Uruguay
USA
Viet Nam



FIGURE 4.4

Employment opportunities expand at different rates despite similar income growth

Opportunity expansion
(growth rate of employment minus growth rate of labor force, 1980-90)

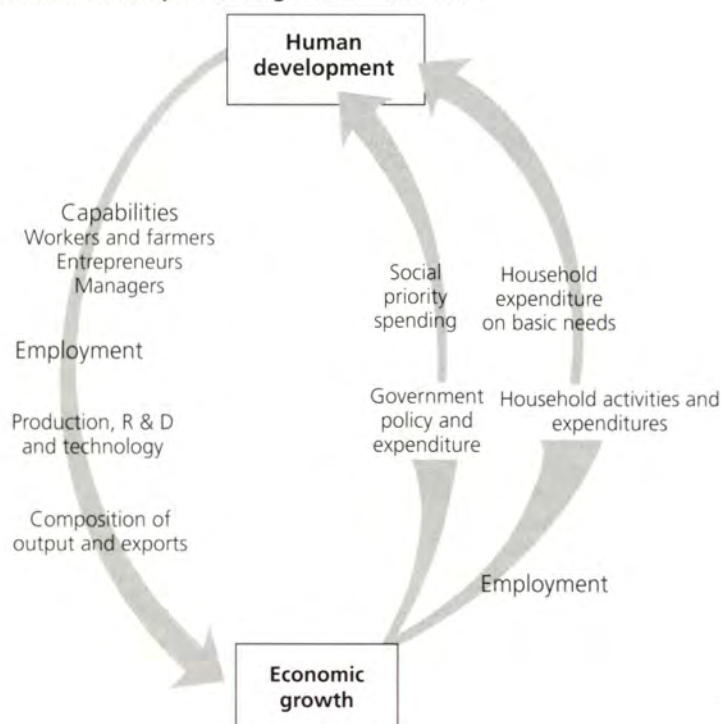


Source: ILO, *Yearbook of Labour Statistics*, various editions, and World Bank 1994a.

FIGURE 3.3

THE "VIRTUOUS CIRCLE"

From human development to growth—and back



SPECIAL CONTRIBUTION

Nelson Mandela

South Africa's challenge and example

In the history of nations generations have made their mark through their acumen in appreciating critical turning points and, with determination and creativity, seizing the moment. A new and better life will be achieved only if we shed the temptation to proceed casually along the road—only if we fully take the opportunities that beckon.

We must unite in a New Patriotism to achieve the goal of creating a new society.

The potential for economic growth and development is better than it has been for many decades. But let us be brutally frank.

Despite the welcome growth, very few jobs have been created. In fact, against the backdrop of new entrants into the job market, there has been a shrinkage in opportunities. We need a national vision to lift us out of this quagmire.

If we do not act together in the public and private sectors to develop and implement such a national strategic vision, the danger is that even the modest growth we have attained will peter out in a matter of a few years, as the strains of limited capacity, skill shortages and balance of payments and other constraints start to gather momentum, and as increasing unemployment and accelerating poverty bear down on our society.

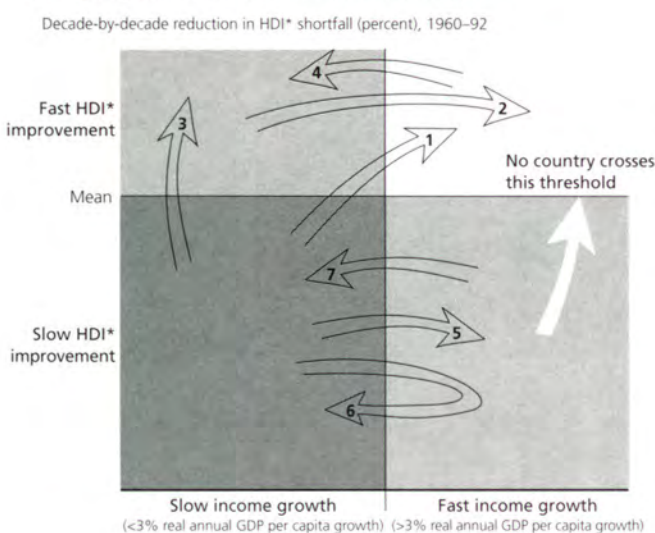
The task of government is to harness the energies of the people into a material force for growth and development. What is required is a partnership, among communities, government and the private sector.

Nelson Mandela

President of South Africa



FIGURE 3.7
Synergies, dead ends, reversals and traps



Income and human development progress by decade
(percent)

Country	GDP per capita growth rate			HDI Progress		
	1960-70	1970-80	1980-92	1960-70	1970-80	1980-92
Pattern 1						
Botswana	2.4	11.4	6.0	10.9	15.0	21.1
Sri Lanka	2.1	2.8	3.0	10.1	15.2	22.1
Pattern 2						
China	1.7	4.1	10.0	24.9	23.4	23.3
Indonesia	1.5	4.8	4.0	16.2	17.9	25.7
Pattern 3						
Argentina	2.5	1.2	-0.7	9.0	13.6	19.5
Honduras	1.5	2.2	-0.8	13.0	17.6	20.3
Pattern 4						
Barbados	6.4	2.5	0.1	17.6	18.3	26.5
Mexico	3.7	3.5	0	15.0	16.5	19.3
Pattern 5						
India	1.6	0.8	3.0	8.5	10.2	13.3
Pattern 6						
Cameroon	-0.3	5.1	-2.1	8.5	10.2	14.0
Pattern 7						
Brazil	3.3	6.0	-0.7	11.4	12.9	15.5
Egypt	2.9	5.7	2.3	9.1	10.1	14.8

Source: Human Development Report Office and World Bank 1994a.

FIGURE 3.1
Long-term pattern of economic growth and human development progress

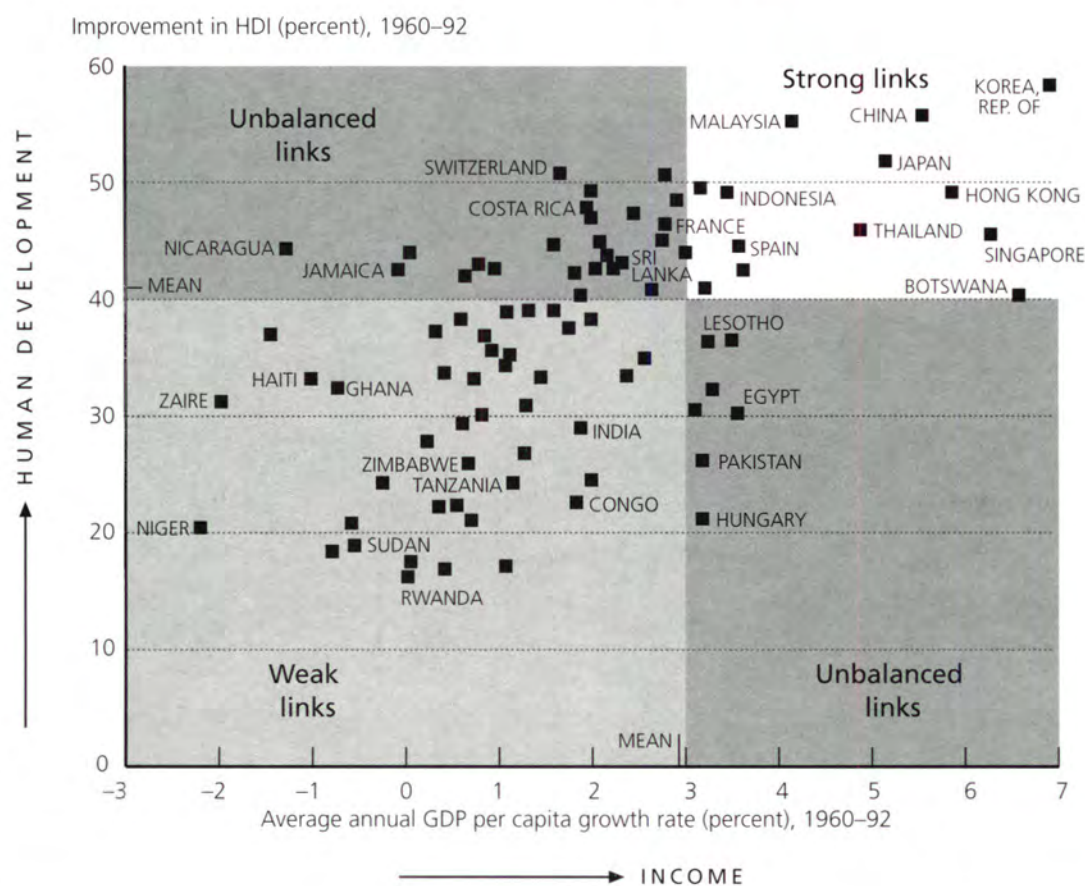
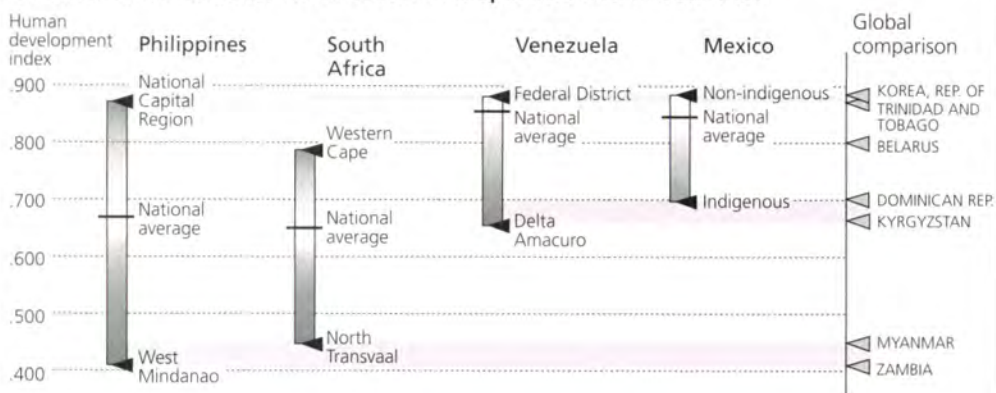


FIGURE 1.7

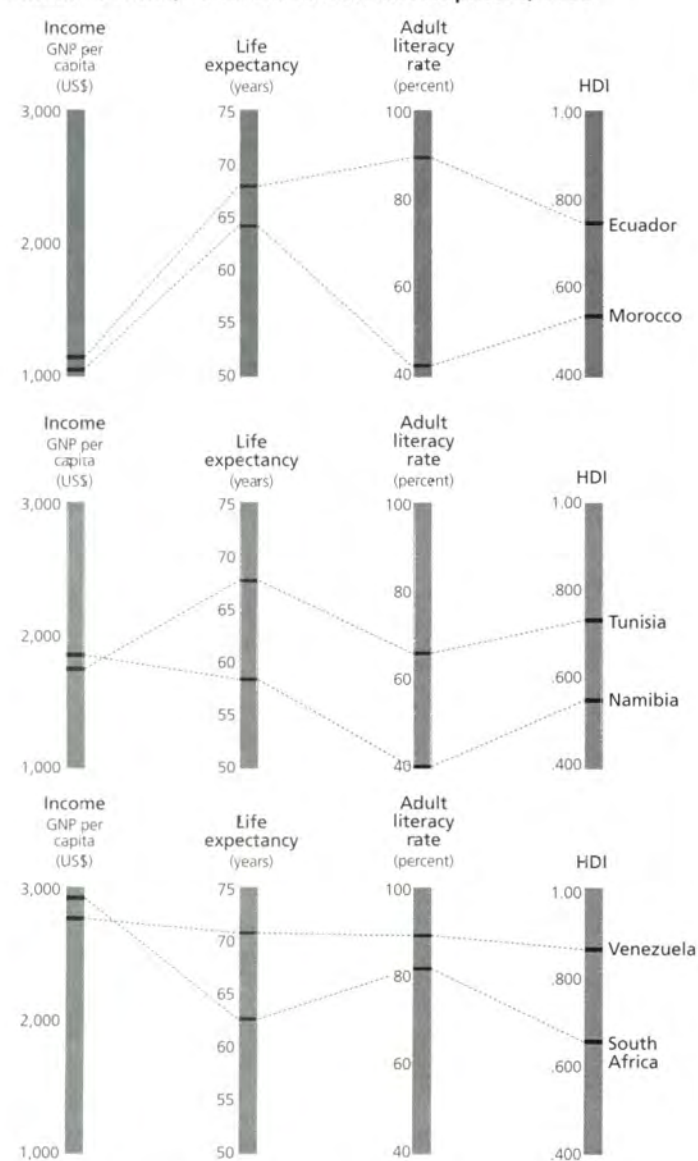
Breakdown of National HDIs reveal the disparities within countries



Source: UNDP 1994b, Development Bank of South Africa 1994, OECI, UNDP and UNFPA 1995 and Ramirez 1995.

FIGURE 1.6

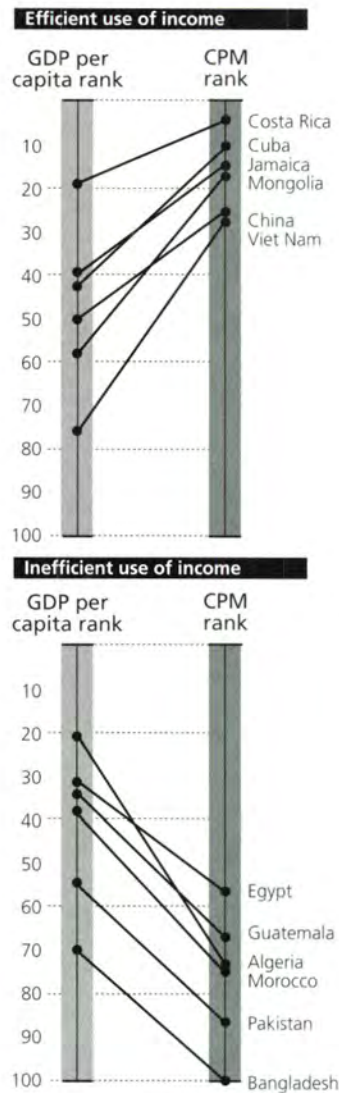
Similar income, different human development, 1993



Source: Human Development Report Office.

FIGURE 2.1

The capability poverty measure shows variations in poverty reduction by income level



Ranks are for the 101 countries in technical note table 3.1

The Capability Poverty Measure considers the lack of three basic capabilities. The first is the lack of being well nourished and healthy, represented in this case by the proportion of children under five years who are under-weight. The second is the lack of capability for healthy reproduction, shown by the proportion of births unattended by trained health personnel. The third is the lack of capability to be educated and knowledgeable, represented by female illiteracy. A higher ranking indicates a higher level of capabilities.



Human development index

The HDI measures a country's achievements in terms of life expectancy, educational attainment and adjusted real income.

HDI Rank	HDI Rank	HDI Rank
High human development	Medium human development	Low human development
1 Canada	58 Brazil	127 Cameroon
2 USA	59 Libyan Arab Jamahiriya	128 Kenya
3 Japan	60 Seychelles	129 Ghana
4 Netherlands	61 Belarus	130 Lesotho
5 Norway	62 Bulgaria	131 Equatorial Guinea
6 Finland	63 Saudi Arabia	132 São Tomé and Príncipe
7 France	64 Ecuador	133 Myanmar
8 Iceland	65 Dominica	134 Pakistan
9 Sweden	66 Iran, Islamic Rep. of	135 India
10 Spain	67 Belize	136 Zambia
11 Australia	68 Estonia	137 Nigeria
12 Belgium	69 Algeria	138 Lao People's Dem. Rep.
13 Austria	70 Jordan	139 Comoros
14 New Zealand	71 Botswana	140 Togo
15 Switzerland	72 Kazakhstan	141 Zaire
16 United Kingdom	73 Saint Vincent	142 Yemen
17 Denmark	74 Romania	143 Bangladesh
18 Germany	75 Suriname	144 Tanzania, U. Rep. of
19 Ireland	76 Saint Lucia	145 Haiti
20 Italy	77 Grenada	146 Sudan
21 Greece	78 Tunisia	147 Côte d'Ivoire
22 Hong Kong	79 Cuba	148 Central African Rep.
23 Cyprus	80 Ukraine	149 Mauritania
24 Israel	81 Lithuania	150 Madagascar
25 Barbados	82 Oman	151 Nepal
26 Bahamas	83 Korea, Dem. People's Rep. of	152 Rwanda
27 Luxembourg	84 Turkey	153 Senegal
28 Malta	85 Paraguay	154 Benin
29 Korea, Rep. of	86 Jamaica	155 Uganda
30 Argentina	87 Dominican Rep.	156 Cambodia
31 Costa Rica	88 Samoa (Western)	157 Malawi
32 Uruguay	89 Sri Lanka	158 Liberia
33 Chile	90 Turkmenistan	159 Bhutan
34 Singapore	91 Peru	160 Guinea
35 Portugal	92 Syrian Arab Rep.	161 Guinea-Bissau
36 Brunei Darussalam	93 Armenia	162 Gambia
37 Czech Rep.	94 Uzbekistan	163 Chad
38 Trinidad and Tobago	95 Philippines	164 Djibouti
39 Bahrain	96 Azerbaijan	165 Angola
40 Antigua and Barbuda	97 Lebanon	166 Burundi
41 Slovakia	98 Moldova, Rep. of	167 Mozambique
42 United Arab Emirates	99 Kyrgyzstan	168 Ethiopia
43 Panama	100 South Africa	169 Afghanistan
44 Venezuela	101 Georgia	170 Burkina Faso
45 Saint Kitts and Nevis	102 Indonesia	171 Mali
46 Hungary	103 Guyana	172 Somalia
47 Fiji	104 Albania	173 Sierra Leone
48 Mexico	105 Tajikistan	174 Niger
49 Colombia	106 Egypt	
50 Qatar	107 Maldives	
51 Kuwait	108 China	
52 Thailand	109 Iraq	
53 Malaysia	110 Swaziland	
54 Mauritius	111 Bolivia	
55 Latvia	112 Guatemala	
56 Poland	113 Mongolia	
57 Russian Federation	114 Honduras	
	115 El Salvador	
	116 Namibia	
	117 Nicaragua	
	118 Solomon Islands	
	119 Vanuatu	
	120 Gabon	
	121 Viet Nam	
	122 Cape Verde	
	123 Morocco	
	124 Zimbabwe	
	125 Congo	
	126 Papua New Guinea	



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Through a unique network of 136 offices worldwide, the United Nations Development Programme (UNDP) helps people in 175 countries and territories to help themselves, focusing on poverty elimination, environmental regeneration, job creation and the advancement of women. In support of these goals, UNDP is frequently asked to assist in promoting sound governance and market development and to support rebuilding societies in the aftermath of war and humanitarian emergencies.

UNDP's overarching mission is to help countries build national capacity to achieve sustainable, human development, giving top priority to eliminating poverty and building equity.

In administering its programmes, UNDP draws on the expertise of developing country nationals and non-governmental organizations, the specialized agencies of the UN system and research institutes in every field. Eighty-five per cent of UNDP staff is based in the countries where people need help.

In 1995, UNDP received contributions of US\$952 million in core resources, in addition to \$952 million in other financing for various UNDP-administered funds and special development objectives. Contributions to UNDP are voluntary, and come from nearly every government in the world. Importantly, recipient country governments cover more than half of total project costs through personnel, facilities, equipment and supplies.

Eighty-seven per cent of UNDP's core programme funds go to countries with an annual per capita GNP of \$750 or less. Eighty-three per cent of UNDP's core funds go to 50 countries that are home to three-fourths of the world's extremely poor.

In addition to its regular programmes, UNDP administers a number of special-purpose funds, including the UN Capital Development Fund (UNCDF), the Office to Combat Desertification and Drought (UNSO), the United Nations Volunteers (UNV) and the UN Development Fund for

Women (UNIFEM). Together with the World Bank and the UN Environment Programme, UNDP is one of the managing partners of the Global Environment Facility. The GEF is a \$2 billion fund that helps countries translate global concerns into national action to help fight ozone depletion, global warming, loss of biodiversity and pollution of international waters. UNDP is also one of six UN sponsors of a global programme on HIV/AIDS.

At the country level, UNDP is responsible for coordination of all UN development activity, and the head of the UNDP office in 132 programme countries is designated as Resident Coordinator of the United Nations System's operational activities.

Headquartered in New York, UNDP is governed by a 36-member Executive Board, representing both developing and developed countries.



One United Nations Plaza
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Telephone: (212) 906 5315
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HUMAN DEVELOPMENT REPORT 1996

Embargoed for 2 am GMT, 17 July 1996

ECONOMIC GROWTH HAS FAILED FOR A QUARTER OF WORLD'S PEOPLE, SAYS REPORT WRITTEN FOR UN DEVELOPMENT PROGRAMME

**89 countries worse off economically than they were 10 years ago,
leading to global polarization between haves and have-nots**

The global gap between the rich and poor is widening every day, says the *Human Development Report 1996*, published by Oxford University Press for the United Nations Development Programme (UNDP). "The world has become more economically polarized, both between countries and within countries," says James Gustave Speth, Administrator of UNDP, in a foreword to the report. "If present trends continue, economic disparities between industrial and developing nations will move from inequitable to inhuman."

This is the seventh edition of the report, which ranks countries each year according to human development and which put **Canada** first among 174 countries. This year's edition also introduces a new measure of poverty, and takes an innovative look at economic growth and its links with employment and economic well-being.

The report shows that despite a dramatic surge in economic growth in 15 countries over the past three decades, 1.6 billion people were left behind and are worse off than they were 15 years ago. Economic gains have benefited greatly a few countries, at the expense of many. In those countries where people are better off than they were 10 years ago, governments have stressed not just quantity of growth, but its quality. They have provided some measure of

equity, improved health and education and employment for their citizens. Early investment in building people's capabilities creates a climate, as in East and Southeast Asia, for the forging of strong links between growth and human development so the two reinforce each other.

Some key findings of the *Human Development Report*:

- 89 countries are worse off economically than they were 10 or more years ago. Among the rich countries, only three — **Canada, Finland and Iceland** — are worse off today than in the 1980s. But in 70 developing countries, today's levels of income are less than those reached in the 1960s or the 1970s. And in 19 of the countries, including not only war-torn **Haiti, Liberia, Nicaragua, Rwanda and Sudan**, but also such countries as **Ghana and Venezuela**, per capita income today is less than the level of 1960 or before.
- During the years 1975-1985, global gross national product grew by 40 per cent, but this growth benefited a minority of countries. At the same time, the number of poor around the world increased by 17 per cent.
- The very rich are getting richer. Today, the assets of the world's 358 billionaires exceed the combined annual incomes of countries accounting for nearly half — 45 per cent — of the world's people.
- Since 1980, 15 countries, mainly Asian, have enjoyed spectacular economic growth at rates much higher than any seen during two centuries of industrialization in the West, ranging from 3.5 per cent a year in **Malaysia** to 8.2 per cent in **China** and the **Republic of Korea**. However, economic decline in other parts of the developing world has lasted far longer and gone deeper than the Great Depression of the 1930s. While the rich countries mostly rebounded from the depression within four or five years, the lost decade of the 1980s is still continuing for hundreds of millions of people in many countries of Africa and Latin America. In some cases, people are poorer than 30 years ago, with little hope of rapid improvement.

- Unemployment affects 35 million people in the industrial world. In those countries, the average unemployment rate was 8.6 per cent in 1993, ranging from 2.5 per cent in **Japan** to 23 per cent in **Spain**. Official unemployment statistics in developing countries have limited meaning because much employment occurs in rural areas and in the "informal," untaxed economy for which statistics are hard to come by. But urban youth unemployment has been measured in **Kenya** at 29 per cent and in **Algeria** at 21 per cent.
- The countries of East and Southeast Asia that have grown fastest have also been those which have been most fair in division of income and assets such as land and credit. They have also built their growth on a foundation of strong human development, as defined by the *Human Development Report*.
- In spite of setbacks or stagnation in incomes, most countries have demonstrated considerable progress in education and health, access to clean water and family planning.

The report's Human Development Index ranks countries on a scale that combines life expectancy (reflecting overall health), education and basic purchasing power. This year's index ranks **Canada** as first among 174 countries of the world, followed in order by the **USA**, **Japan**, the **Netherlands** and **Norway**. Among developing countries, **Cyprus** is first, followed by **Barbados**, **Bahamas**, the **Republic of Korea** and **Argentina**. (**Hong Kong**, not a country, would rank above Cyprus). When the index is adjusted for male-female gaps, **Sweden** is first, while **Canada** drops to second, **USA** to fourth, **Japan** to 12th and the **Netherlands** to 11th. (See accompanying story on wealth and poverty.)

WHAT IS A "CAPABILITY POVERTY MEASURE?"

To help policy makers understand the extent and nature of poverty, this year's report authors have gone beyond income poverty to consider other elements of poverty, poverty of human capabilities. Instead of examining the average state of human capabilities as the Human Development Index does, the new **Capability Poverty Measure (CPM)** reflects the

percentage of people who lack basic, or minimally essential human capabilities, which are both ends in themselves and are needed to lift one from income poverty and to sustain human development. The CPM reflects the proportion of children under five years who are underweight (the most critical indicator of nutrition and a basic measure of public health), the proportion of births unattended by trained health personnel (measuring healthy reproduction) and the rate of female illiteracy (measuring the capability of being educated and knowledgeable). The index stresses the deprivation of women because of their central role in families and society. Because investment in women pays off so well, low CPM is also a sign of great economic inefficiency.

The report found that while 21 per cent of the people in developing countries are below the income poverty line, 37 per cent suffer from capability poverty. (For more on the CPM, see accompanying story on wealth and poverty.)

GROWTH AND HUMAN DEVELOPMENT

More economic growth will be needed to advance human development, particularly for those whom growth failed in the past. As the report's look at uneven growth and poverty shows, there are no automatic links between economic growth and human development and employment.

"Short-term advances in human development are possible — but they will not be sustainable without further growth. Conversely, economic growth is not sustainable without human development," says Richard Jolly, chief author of the report and Special Adviser to the Administrator of UNDP. "A strategy for economic growth that emphasizes people and their productive potential is the only way to open opportunities. It is increasingly clear that new international measures are needed to encourage and support national strategies for employment creation and human development, especially in the poorer countries," he adds.

There are success stories in the developing world. Human development has risen faster in the last 30 years — life expectancy going up by more than 30 per cent and primary school

enrolment going from 48 per cent to 77 per cent — than the industrial world achieved in over one century. The most successful countries have managed to achieve rapid growth in both per capita GNP and employment, among them **Botswana, China, Indonesia, Republic of Korea, Malaysia, Mauritius and Singapore**. In these countries, investment in human capital, mainly through education and access to social services, has paid big dividends. This has created a "virtuous circle," in which worker productivity has risen and triggered an increase in real wages, which in turn attracted more investment in human capital. Establishing strong links between growth and human development offers a big payoff, says the report.

- After the race riots of 1969, the Government of **Malaysia** adopted a 20-year plan to promote growth and human development, reduce poverty, end racial discrimination in employment and improve education and health standards. The success of that 20-year plan led to a second plan in 1990 which aims to continue the country's successful pattern of growth with equity, bringing Malaysia to the status of a fully developed country by 2020.
- The **Republic of Korea** is a prime example of government-forged strong links between growth and human development. In 1945 only 13 per cent of adults had any formal schooling. Then both public and private investment focused on education. By 1990, average years of schooling for all reached 9.9 years, higher than in industrialized countries. It is the fastest educational growth in the world, supplemented by strong vocational training. While education improved, so did the economy, with growth averaging 9.2 per cent a year in the 1980s, based on exports, high savings and investment rates.
- **Pakistan**, by contrast, has failed to turn economic growth to the advantage of its people. Despite a healthy growth rate of more than 5 per cent a year during the 1980s, job opportunities contracted. The government concentrated resources on capital-intensive industry such as chemicals, iron and steel at the expense of small-scale, labour-intensive areas such as rubber and agriculture. On the Human Development Index, Pakistan ranks 134th out of 174 countries, compared with Korea,

ranked 81st. School enrolment totals 37 per cent of youth in Pakistan, compared with 81 per cent in Korea.

GOOD GROWTH, BAD GROWTH

If attention is not paid to quality of growth, with governments taking corrective action, the "wrong" kind of growth is bound to occur, says the report. (See separate release.)

The report identifies five such types of growth:

- **Jobless growth** — the overall economy grows, but fails to expand job opportunities.
- **Ruthless growth** — the rich get richer, and the poor get nothing.
- **Voiceless growth** — the economy grows, but democracy/empowerment of the majority of the population fails to keep pace.
- **Rootless growth** — cultural identity is submerged or deliberately outlawed by central government, as in some of the states of former **Yugoslavia** or the Kurdish areas of **Iraq** and **Turkey**.
- **Futureless growth** — the present generation squanders resources needed by future generations.

"Many people are concerned that human development is anti-growth. Nothing could be further from the truth," said chief author Richard Jolly. "Human development and sustained, successful economic growth go hand in hand."

SOLVING THE PROBLEMS OF SUSTAINED GROWTH, POVERTY AND JOBS

The report says that there is no one formula for all countries to succeed. Former socialist countries now in transition need to combine the most rapid possible economic growth with human development, if they are not to slide back still further on both fronts.

Countries of fast growth, such as the tiger economies of Asia, need to take care to combine their concern for growth with an attack on poverty and boosting human development for future gains. Industrial countries, too, will have to find new approaches to employment, equity and energy-consuming lifestyle, as well as improving social services for mothers and children, the working poor and the growing post-retirement population.

At the other end of the spectrum is sub-Saharan Africa and the least developed countries (LDCs). Here, the emphasis must be on building a solid platform of human development while accelerating growth to sustain that development. The report estimates that at current slow rates of improvement, countries like Côte d'Ivoire, which is losing ground in education, may require 65 years to reach the Human Development Index levels of industrial countries, and that those further behind, such as Mozambique and Niger, will take more than two centuries, without changes in policy and much more help from outside. Priorities call for debt relief, access to foreign markets and well-targeted development assistance. "If the poorest and weakest countries are to survive, they must have help," says the report.

"A new vision of global solidarity is needed to match the push for globalization," says chief author Richard Jolly. "Without this vision and action, globalization will become a monster of gargantuan excesses and grotesque inequalities."

What is needed is a North-South compact, says the report. If the poor nations can demonstrate their willingness to invest in their people and economies, the rich nations can offer aid, debt relief and trade concessions aimed at generating growth and providing basic social services. A specific proposal endorsed by the United Nations and delegates to the Social Summit in Copenhagen in 1995 calls for a "20:20 compact," in which developing countries would devote 20 per cent of their government spending to basic social services and the industrial countries would put 20 per cent of their foreign aid budgets into such people-centred efforts.

Such a compact between rich and poor countries would help to strengthen the all-important links between growth and human development, on both a national and international level.

Says UNDP Administrator James Gustave Speth, "We have both an opportunity and a moral imperative to reverse the negative trends of recent times and to reinforce the positive patterns of sustainable human development. This should be the vision guiding us into the next century."

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<i>Contacts:</i>	<i>New York:</i>	<i>Barbara Francis</i>	<i>(212) 906-5312</i>	<i>Fax 906-5364</i>
	<i>Washington:</i>	<i>Sarah Burns</i>	<i>(202) 331-9130</i>	<i>Fax 331-9363</i>
	<i>Geneva:</i>	<i>Jean Fabre</i>	<i>(41-22) 979 9541</i>	<i>Fax 979 9005</i>
	<i>Copenhagen:</i>	<i>Eva Arnvig</i>	<i>(45-35) 273776</i>	<i>Fax 273798</i>
	<i>New Delhi:</i>	<i>Bhaskar Bhattacharji</i>	<i>(91-11) 4628877</i>	<i>Fax 462 7612</i>
	<i>Tokyo:</i>	<i>Hideo Sato</i>	<i>(813) 5467-4751</i>	<i>Fax 5467-4753</i>



HUMAN DEVELOPMENT REPORT 1996

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EMPLOYMENT IS A SAGGING BRIDGE BETWEEN ECONOMIC GROWTH AND HUMAN DEVELOPMENT, SAYS REPORT TO UNDP

"Despite welcome growth, very few jobs have been created. In fact, against the backdrop of new entrants into the job market, there has been a shrinkage in opportunities. We need a national vision to lift us out of this quagmire." — Nelson Mandela, President of South Africa in the Human Development Report 1996

Economic growth becomes real to people only when they can find productive and well-paid work, says the *Human Development Report 1996*, published for the United Nations Development Programme by Oxford University Press. The alternative — all too prevalent today — is "jobless growth," where the economy grows but does not expand employment opportunities.

Economic growth does not automatically create jobs. A study of 69 countries spanning the last decade showed that of the 46 countries with economic growth, only 27 of them saw employment grow, too; 19, or more than 40 per cent, experienced jobless growth, including **India, Pakistan, and Zimbabwe**. Of 26 countries that achieved growth *with* jobs 12 are industrial nations — **Canada, Japan, Switzerland and the USA** among them. Almost all the rest are the high-performance East Asian states and others following high-growth and high-employment strategies, such as **Chile, China, Mauritius and Turkey**.

Another interesting finding: Jobs can expand even when per capita income is declining. In such countries of "growthless jobs," it is low-wage, low-productivity jobs that multiply, so that people work harder for less. **Jamaica** and **Mexico** are examples.

The message? "The rising tide of unemployment can be reversed, but commitment to that goal must be a major economic priority to make it happen," says Richard Jolly, chief author of the report and Special Adviser to the Administrator of UNDP. He noted that **South Africa** has called for a joint public-private strategy to boost people's skills and attack unemployment. Elsewhere, he says, "Many politicians talk about unemployment, but their policies fall short."

WHY IS ACTION NEEDED?

- Unemployment affects 35 million people in industrial countries, with another four million too discouraged to seek work. The rate ranges from a 2.5 per cent rate in **Japan** to a 23 per cent in **Spain**. In Eastern Europe and the CIS countries, unemployment has gone from near zero before 1990 to double digits in some countries: 19 per cent in **Albania** and 17 per cent in **Bulgaria** and **Poland**, with CIS countries still counting.
- In developing countries, unemployment statistics are hard to obtain, in part because so many people work for themselves as farmers or in the informal sector. Employment in the informal sector is increasingly part-time and in piecework, "usually with little capital, few skills and limited technology," says the report.
- Women face hurdles that men do not. Globally, some 70 per cent of the world's 1.3 billion poor are female; their earnings average 75 per cent those of men when paid; three-quarters of their time is spent in unpaid home and community work. In many African countries, they account for more than 60 per cent of farm work and 80 per cent of small-scale food production, yet they receive only 1 per cent of total agricultural credit.

- Unemployment hits youth hardest everywhere, but especially in the cities of the developing world. In **Kenya**, urban youth unemployment is 29 per cent and in **Algeria** 21 per cent. Industrial nations suffer sky-high youth unemployment, too: it hits 20 per cent of youth in **France** and 25 per cent in **Ireland** and **Italy**.

WHAT ACTION IS NEEDED?

Good examples of clear policy to make growth serve employment come from both developing and industrial countries.

Political commitment to employment was clear in **Mauritius**, as that country made it a top priority when the island achieved independence in 1968. The country built up its labour-intensive sectors, while expanding educational opportunities and encouraging women in the labour market, so that 56 per cent of jobs in manufacturing are now held by women.

Japan and **Sweden**, which have maintained low rates of unemployment over the last five decades, have done so through commitment to job protection by government, trade unions, employers and politicians. **China** reversed its policy of investment in capital-intensive industry to favour labour-intensive production, especially for the export market, and expanded rural industry and small-scale farming. **Singapore** granted tariff protection to labour-intensive, export-oriented manufacturing.

Unfortunately, some countries like **Pakistan** have pursued policies which actively discouraged employment creation, by promoting capital-intensive industry and steering financing away from small-scale and rural industries that tend to provide most employment opportunities in developing countries.

Sustained investment in people's health and skills has been seen particularly in the **Republic of Korea**, which invests US\$160 a person every year in education and health, while **Malaysia** invests \$150; both countries show high growth and high employment rates. **India**, on the other hand invests only \$14, **Pakistan** \$10 and **Bangladesh** \$5.

Interventions in the labour market are required; as the report notes, "labour markets do not work as smoothly as commodity markets." **Mauritius** retrained workers in the 1970s and 1980s as it moved to a heavily service economy. An employment guarantee programme in **India's** Maharashtra state has provided work to people within five kilometres of their homes since 1972 and generated in 1990-1991 more than 89 million person-days of work and eliminated some 7 per cent of the state's rural unemployment at a cost of about \$103 million.

Encouragement of the informal sector, that part of the economy that often does business on the street and in homes and does not pay taxes, is the employment godsend of many developing countries. In Cotonou, **Benin** and in Ibadan, **Nigeria**, it generates 80 per cent of all employment. In Latin America over the past decade 59 per cent of the urban poor derive their income from the informal sector, and that is where 82 per cent of all new jobs were created. While some governments discourage expansion of the sector because of concerns about enforcing tax and other laws, the report urges supporting it, while improving productivity and working conditions of small-scale industries and bringing them into the economy more fully.

Providing access to productive assets such as land and credit is particularly important to provide employment for the poorest people, who lack jobs and are often self-employed, and to small enterprises, which provide up to two-thirds of the labour force in some countries. This is still an enormous gap to fill. While **Kenya** did well on land reform after independence, resettling more than 66,000 families on farmland previously owned by 1,000 families, the credit record is not so good: enterprises in the Kenyan informal sector receive barely 5 per cent of formal credit today. In **Ghana**, shortages of working capital leave up to 50 per cent of the capacity of small enterprises idle. However, there are positive steps being taken. **Brazil** and **South Africa** are pushing hard on land reform, and **India**, **Indonesia**, **Malaysia** and **Pakistan** now impose minimum quotas for small enterprises in the lending portfolios of commercial banks.

Access to social services is an absolute necessity for employment and productivity, and the **Republic of Korea** is the prime example of a country recognizing that need, as their \$160 per-person annual investment in health and education show. But many countries do not

provide such access. More than 70 per cent of the population in **Afghanistan, Angola, Benin, Mali and Niger** cannot reach a health facility within one hour by local transport. Within countries, rural dwellers have less access than those in cities.

The report calls on developing countries with low human development to reduce military spending and divert the money to raise skill and education levels. It calls on wealthier countries to convert the debt owed by the jobless countries into a massive investment in human development and to take other steps to help build employment in the developing world.

International intervention is necessary, says the report, since globalization will otherwise widen the gap between haves and have-nots. It has been estimated, for example, that the Uruguay Round of trade talks will produce global benefits of \$200 billion annually, but the poorest countries of Africa will lose \$8 million in exports a year. Of private capital flows of \$585 billion to developing countries in 1989-1994, 40 per cent went to East Asia and barely 1 per cent to sub-Saharan Africa.

Warns Sakiko Fukuda-Parr, Director of UNDP's Human Development Report Office, "If current global trends continue, polarization will increase within countries and between countries, between workers who have secure and well-paying jobs and those who do not, between countries that are growing fast and whose people are climbing the skill and wage ladder and those that are left out of the global competition."

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<i>Contacts:</i>	<i>New York:</i>	<i>Barbara Francis</i>	<i>(212) 906-5312</i>	<i>Fax 906-5364</i>
	<i>Washington:</i>	<i>Sarah Burns</i>	<i>(202) 331-9130</i>	<i>Fax 331-9363</i>
	<i>Geneva:</i>	<i>Jean Fabre</i>	<i>(41-22) 979 9541</i>	<i>Fax 979 9005</i>
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	<i>New Delhi:</i>	<i>Bhaskar Bhattacharji</i>	<i>(91-11) 4628877</i>	<i>Fax 462 7612</i>
	<i>Tokyo:</i>	<i>Hideo Sato</i>	<i>(813) 5467-4751</i>	<i>Fax 5467-4753</i>



HUMAN DEVELOPMENT REPORT 1996

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LESSONS OF THE HUMAN DEVELOPMENT REPORT: WEALTH ALONE DOES NOT BRING BETTER LIVES, POVERTY DOES NOT MEAN ONLY LACK OF INCOME

The Human Development Index ranks Canada first overall, with Cyprus and Barbados atop developing countries; A new poverty index is created.

Pakistan's economic growth is enviable, but 61 per cent of the population lacks the health, education and nourishment needed to climb out of poverty. **Argentina's** income is among the highest in the developing world, but 20 per cent of its rural population lives in financial poverty and 29 per cent lacks access to safe water.

These two examples prove a point: People's lives are not measured by income alone. That idea is at the heart of all of the *Human Development Reports* since the first one was produced for the United Nations Development Programme (UNDP) in 1990. We cannot rely on growth trickling down automatically. It takes government policy and action to ensure that income helps citizens to expand their choices and to gain adequate health, education and resources for themselves and for their children — in other words, to achieve human development.

As an alternative to ranking countries' progress by their gross national product, the team of experts assembled by UNDP created the Human Development Index (HDI). The index combines three components: life expectancy at birth, educational attainment and adjusted real

income, to rank 174 countries in the world as to how well their citizens achieve basic human capabilities. The 1996 index ranks **Canada**, the **USA**, **Japan**, the **Netherlands**, and **Norway** the top five in order of human development, while listing **Cyprus**, **Barbados**, **Bahamas**, the **Republic of Korea** and **Argentina** the top five among developing countries.

More than any previous reports, this one makes it clear that economic growth and human development are both needed and can reinforce each other. But again, it is not automatic. **Ecuador** and **Morocco** both average per capita annual income of about US\$1,000, but Ecuador is 64th on the HDI and Morocco is 123rd, with an enormous gap in adult literacy rate between the 89 per cent of Ecuador and 42 per cent in Morocco. Even in countries that have enjoyed most growth, the fruits of that growth have not been equitably distributed. Countries belonging to the Organization for Economic Cooperation and Development (OECD) have average incomes around \$20,000. But more than 100 million people in OECD countries live below national poverty lines. Over 30 million are unemployed. More than five million are homeless. Other, poorer, countries of the world show varying degrees of linkage between economic growth and human development.

"The fact is that over the last 30 years developing countries have made much more progress in human development than in income growth," says Richard Jolly, chief author of the report and Special Adviser to the Administrator of UNDP. "But that progress has been uneven, leaving some regions far behind." While the proportion of children in primary school rose from 60 per cent to 73 per cent over the past 15 years in South Asia, it fell in 17 sub-Saharan African countries. And while the overall HDI of most regions has improved, it fell sharply in Eastern Europe and the CIS countries.

Rich or poor, countries can achieve similar human development with widely varying incomes. Thus, **New Zealand** and **Switzerland** are ranked 14 and 15 respectively on the HDI, but per capita GNP is \$12,600 in New Zealand and \$35,760 in Switzerland. **Nepal** is 151 on the HDI and **Senegal** 153, with per capita income of \$190 and \$750 respectively. Some countries find their world GNP ranking 40 places ahead of their HDI rank. Some of these countries, along with more than 30 others that have begun issuing their own, national

human development reports, have been taking steps in recent years to advance their HDI standing by diverting defense and other budget expenditures into health, education and other priority social expenditures.

Countries that have made particular strides in human development, often with modest incomes, include **Costa Rica**, ranked 31 on the index, 23 places ahead of its ranking in real income, and **Barbados**, number 25 on the HDI and 10 places ahead of its income rank. Both cases show deliberate use of income to advance human development.

WIDE HDI GAPS NOT ONLY BETWEEN COUNTRIES, BUT WITHIN THEM

Just as there are vast differences in human development between countries, so, too, there are often extreme differences within countries, both in wealth and poverty and in human development. The report presents the HDI broken down within a number of countries to show rural-urban differences, regional differences and, for 137 countries, gender differences.

There are often substantial differences between rural and urban access to essential health services. In many countries, rural access to potable water, adequate sanitation and health clinics falls far behind that in urban centres. In **Sierra Leone**, 90 per cent of the urban population has access to health facilities, compared with only 20 per cent of the rural population. Even in a higher-income country like **Argentina**, 77 per cent of people in urban areas, but only 29 per cent in rural areas, have access to safe water. "Relative to the resources at their disposal, **Argentina, Ecuador, Morocco and Zaire** have been among the least successful in providing people with access to critical health services," says the report.

Where male-female gaps are concerned, a gender-related development index (GDI), adjusting the HDI for gender differences, and a gender empowerment measure (GEM) — which looks at women's representation in parliaments and among managers and professionals and at their share of national income — were introduced in the 1995 report. They have become an integral part of this year's report. This year, the report looked at gender-related development in 16 states of **India**. It found that while India ranks 103 out of 174 in GDI overall, women in Kerala state rank quite high in female capabilities, at 80, and those in Uttar Pradesh rank

123. Kerala ranks so high because the female literacy rate is 81 per cent, only 11 percentage points behind men; in most other states the disparity is more than 30 percentage points.

A NEW LOOK AT POVERTY, BEYOND LACK OF INCOME

Since poverty is often so linked with human development, or the lack of it, this year's report takes a special look at poverty and concludes that income poverty is only part of the picture. "Just as human development encompasses aspects of life much broader than income, so poverty should be seen as having many dimensions," says the report. As a result, the report introduces a new, multidimensional measure of human deprivation called the capability poverty measure (CPM). The CPM focuses on human capabilities, just as the human development index does. Instead of examining the average state of people's capabilities, it reflects the percentage of people who lack basic, or minimally essential human capabilities, which are ends in themselves and are needed to lift one from income poverty and to sustain strong human development.

The CPM considers the lack of three basic capabilities. The first is the lack of being well nourished and healthy, represented in this case by the proportion of children under five years who are underweight. The second is the lack of capability for healthy reproduction, shown by the proportion of births unattended by trained health personnel. The third is the lack of capability to be educated and knowledgeable, represented by female illiteracy. The composite index emphasizes deprivation of women because, says the report, "It is now well known that the deprivation of women adversely affects the human development of families and of society."

Comparing the new capability poverty measure with the income poverty index, the report found that while 21 per cent of the people in developing countries are below the income poverty line, 37 per cent face capability poverty. That is, 900 million people in developing countries are income poor, but 1.6 billion are capability poor. Nor does economic growth always help. **Pakistan's** economy grew at a startling 6.1 per cent a year between 1980 and 1993. Its income poverty level, 34 per cent of the population, is worse than the developing world average of 21 per cent. But 61 per cent of Pakistan's people are capability poor,

suggesting that even its poverty is underestimated and that without action to improve people's capabilities, progress will slow and income poverty will grow.

In South Asia, the contrast is even greater: 29 per cent of the people are income poor, while more than 62 per cent are capability poor. Only **Sri Lanka** in that region shows capability poverty at a lower rate than income poverty. "Clearly, South Asia needs to concentrate on developing people's basic capabilities," says the report.

In all countries, "poverty cannot be eradicated merely by boosting income. It will also take a broad expansion of basic human capabilities and the productive use of those capabilities," warns the *Human Development Report 1996*.

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<i>Contacts:</i>	<i>New York:</i>	<i>Barbara Francis</i>	<i>(212) 906-5312</i>	<i>Fax 906-5364</i>
	<i>Washington:</i>	<i>Sarah Burns</i>	<i>(202) 331-9130</i>	<i>Fax 331-9363</i>
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	<i>Tokyo:</i>	<i>Hideo Sato</i>	<i>(813) 5467-4751</i>	<i>Fax 5467-4753</i>



HUMAN DEVELOPMENT REPORT 1996

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GROWTH TO AVOID: JOBLESS, RUTHLESS, VOICELESS, ROOTLESS — AND FUTURELESS

The *Human Development Report 1996* brings home the lesson that it is people and not just the economy that needs the attention of world leaders. Economic growth often does not translate into improvement of people's lives. "Policy makers are often mesmerized by the quantity of growth. They need to be more concerned with its quality and to take timely action to prevent growth that is lopsided and flawed," says Richard Jolly, the chief author of the report and Senior Adviser to the Administrator of the United Nations Development Programme. Growth has failed more than a quarter of the world's people in over 100 countries, some of them rich countries.

The five types of growth that give people less and not more:

JOBLESS GROWTH, where the overall economy grows, but does not expand opportunities for employment. Developing countries are particularly hard hit. **Pakistan's** economy (real gross domestic product) grew by about 6.3 per cent a year between 1975 and 1992, but employment grew only 2.4 per cent. In **Ghana** between 1986 and 1991, GDP grew by 4.8 per cent but employment **FELL** by more than 13 per cent. But the picture is not good in many industrialized countries, either. **Spain's** economy grew at the industrialized-country average of 2.4 per cent a year from 1980 to 1993, but employment obviously did not keep up, as Spain had a 23 per cent unemployment rate in 1993 — over 40 per cent among its youth. **THE CURE:** government intervention, in education, in training and in job creation,

particularly creation of labour-intensive employment opportunity. In many developing countries, most of the "jobs" involve self-employment in the informal sector; this sector, people on streets and in homes providing unofficial and untaxed products and services, can be encouraged by governments as a way of creating future employers and tax-payers.

(NOTE: There are also "growthless jobs," in countries where people see their incomes dropping: employment opportunities expanded but these were in low-productivity, low-paid jobs.)

RUTHLESS GROWTH, where the fruits of economic growth mostly benefit the rich, leaving millions of people struggling in ever-deepening poverty. Globalization is the motto of the day, but it is creating increasing polarization between the haves and the have-nots, between countries and within countries. Today, assets of the world's 358 billionaires exceed the combined annual incomes of countries with 45 per cent of the world's people.

Polarization invites instability. In Latin America, enjoying economic recovery, the poverty rate nevertheless increased from 23 per cent to 28 per cent from 1985 to 1990, as school policies favoured the wealthy and land reform was largely ignored. **Brazil, Guatemala and Panama** have the greatest recorded rich-poor gaps in the world. The poorest fifth of the population has only 3 per cent of the wealth in the region. **THE CURE** is evident in the experience of many East Asian countries, which based their growth on early investments in human capital, on redistribution of assets and on employment that is both skill-intensive and labour-intensive. **Malaysia** boosted income over 7 per cent a year over the past 35 years. But it also took other steps to achieve equity and reduce both poverty and ethnic tensions. Thus, Malaysia reduced its poverty incidence from 49 per cent to 14 per cent between 1970 and 1993, while raising life expectancy from 53 years to 71 through investment in basic health and while enrolling almost every child in primary school by 1993. "In a continuous chain of cause and effect, rapid growth and human development have been mutually reinforcing," says the report of Malaysia.

VOICELESS GROWTH, where economic growth is not matched by democracy or individual empowerment. "The debate over choice between economic growth or economic and social participation is dead. People want both," says the *Human Development Report*.

"But too many people are still denied even the most basic forms of democracy, and many of the world's people are in the grip of repressive regimes." On the positive side, over two-thirds of the world's people now live under formally democratic regimes, and in 1993 alone, 43 countries held national elections for the first time. But some gains are more form than substance, says the report. Past episodes in East Asian economies have shown that workers' rights can be ignored even when incomes are rising rapidly and are fairly equitably distributed. **THE CURE** is seen in most of the industrial countries which combined democracy with development, and in countries such as **Barbados, Botswana, Costa Rica** and **Mauritius** which have created both democratic regimes and good growth records. One of the report's authors notes that deadly famines rarely occur in independent, democratic countries with political opposition and a free press that can criticize a government's policies before famine takes hold. **Botswana** and **Zimbabwe** have prevented famine, while **Ethiopia** and **Sudan** have not.

ROOTLESS GROWTH, where people's cultural identity withers as economies grow. There are thought to be about 10,000 distinct cultures in the world, but many risk being marginalized or eliminated. "This can be dangerous," warns the report. "The violence in the former **Soviet Union** and in the Balkan states of former **Yugoslavia** is a tragic legacy of culturally repressive governance." **THE CURE?** The nations that have held together best, including **Malaysia** and **Switzerland**, have recognized cultural diversity and decentralized economic and political governance to meet aspirations of all peoples, even as economies have grown. **Guatemala**, on the other hand, has never recognized any indigenous language as official, even though more than 60 per cent of its population is indigenous. Not all cultural tradition, such as female genital mutilation or infanticide, deserves protection.

FUTURELESS GROWTH, in which economic growth consumes its very natural foundations, squandering resources needed by future generations. Environmental destruction is often masked by strong economic statistics, except in the poorest countries where people are all too visibly pushed onto marginal lands, consuming forests for fuel and destroying farmland. Increasingly, the costs of environmental degradation are being calculated, by the United Nations and the World Bank, to arrive at true national economic worth. The costs of

turning fertile land to desert are estimated to be US\$9 billion a year in Africa alone, or \$42 billion globally. A quarter of the world's land area is affected. Even where fast-growing countries can afford not to strip their forest land, as in **Indonesia** and **Thailand**, they continue to expand the practice. Between 1961 and 1988, Thai forest cover shrank from 55 per cent of the country to 28 per cent; logging is outlawed, "but appears to continue," says the report. (This is not true everywhere: **Korea** has successfully activated a major reforestation programme.) THE CURE lies in putting a price tag on the destruction of resources, and in implementing the many pages of Agenda 21, the guidelines for local, national and international action that resulted from the UN Conference on Environment and Development in Rio in 1992. To put those guidelines into effect, however, will require political will.

"Patterns of growth that perpetuate today's inequalities is neither sustainable nor worth sustaining," says the *Human Development Report 1996*.

The *Human Development Report* is published in English by Oxford University Press, 2001 Evans Rd, Cary, NC 27513, USA. Telephone: (919) 677-0977; Toll free in the USA: (800) 451-7556; Fax: (919) 677-1303. Price: US\$17.95.

* * * * *

<i>Contacts:</i>	<i>New York:</i>	<i>Barbara Francis</i>	<i>(212) 906-5312</i>	<i>Fax 906-5364</i>
	<i>Washington:</i>	<i>Sarah Burns</i>	<i>(202) 331-9130</i>	<i>Fax 331-9363</i>
	<i>Geneva:</i>	<i>Jean Fabre</i>	<i>(41-22) 979 9541</i>	<i>Fax 979 9005</i>
	<i>Copenhagen:</i>	<i>Eva Arnvig</i>	<i>(45-35) 273776</i>	<i>Fax 273798</i>
	<i>New Delhi:</i>	<i>Bhaskar Bhattacharji</i>	<i>(91-11) 4628877</i>	<i>Fax 462 7612</i>
	<i>Tokyo:</i>	<i>Hideo Sato</i>	<i>(813) 5467-4751</i>	<i>Fax 5467-4753</i>



HUMAN DEVELOPMENT REPORT 1996

Embargoed for 2 am GMT, 17 July 1996

"VIRTUOUS CIRCLE" MEANS USING HUMAN DEVELOPMENT WISELY FOR JOBS AND ECONOMIC GROWTH; INVESTING FRUITS OF GROWTH IN HUMAN DEVELOPMENT, ESPECIALLY HEALTH AND EDUCATION

It takes a combination of government and private steps to turn economic growth into human development, including employment opportunities. And it takes the right kind of employment and human development to create growth, in what the *Human Development Report 1996* calls "a virtuous circle." This kind of growth spreads benefits more equitably among people. To break into that circle, investment in basic health and education is a necessity, concludes the report.

Nothing shows the value of education more than the stories of **Pakistan** and the **Republic of Korea**. Both countries had similar incomes in 1960, but Pakistan had a primary school enrolment ratio of 30 per cent while Korea's was 94 per cent. That is one reason that the per capita gross domestic product (GDP) of Korea grew to three times that of Pakistan over the next 25 years, says the report. It adds that if the enrolment ratio of Korea had stayed the same as that in Pakistan, its per capita GDP would have been about 40 per cent lower than it is now.

"The idea is to help people and countries climb the ladder of wage and productivity increases through skill improvements while expanding the higher-productivity sectors of the economy,"

says Richard Jolly, the chief author of the report and Special Adviser to the Administrator of UNDP. To make this happen, formal education must be supplemented by further skill training in vocational institutions and on the job. "No country that started with fast economic growth and slow human development was able to sustain its growth rate and accelerate its human development," says Dr. Jolly. "A solid foundation of human development is essential."

The best use of skills is vital to make economies grow, and one of the best uses is in research and development. An example: fast-growing Asia now has 1.23 million scientists engaged in R&D, more than Europe's 1.1 million or North America's 900,000. Investment is paying off.

If Asia's overall picture is encouraging, that of much of Africa is not. Weak growth *and* weak human development can form a vicious circle where the lack of one undermines the other. **Niger, Senegal, Guinea and Lesotho** fall in this group. Even those countries which showed modest growth but relatively significant human development gains in the 1960s and 1970s found that slowdown in the economy hurt human development. In 1960 **Botswana** and **Kenya** had virtually the same gross domestic product (GDP) per capita and for the next three decades both spent on average 9 per cent of their GDP on health and education. But, benefiting from diamonds, Botswana's GDP growth rate became 6.5 per cent a year while Kenya's was only 1.6 per cent. By 1992 Botswana was spending five times as much per person on health and education as Kenya was. Today, Botswana's GDP per capita is US\$5,200, more than three times that of Kenya.

In **Côte d'Ivoire**, primary school enrolment grew steadily for two decades. But economic growth halted and education tapered off to the point where today growth in primary enrolment is no longer keeping up with the increase in school age population. At the rates of progress in countries like Côte d'Ivoire that prevailed between 1970 and 1993, it will take nearly 65 years for these countries to reach the levels on the human development index (HDI) enjoyed by industrial countries, says the report. For countries which have made even less progress, like **Mozambique** or **Niger**, it will take more than two centuries to reach

industrial-country HDI levels, unless there are sharp policy changes.

Remedial action is thus urgent. The UN Secretary-General launched in March a Special Initiative on Africa, focused on education, health and governance.

Military spending is on the rise in some of these countries; for all of sub-Saharan Africa, arms spending totals \$8 billion, nearly enough to achieve primary education and provide basic health care, nutrition and family planning. In several countries in the region, the annual deficits of loss-making public enterprises far exceed the budgetary provisions for health and education. Selling such enterprises could double or triple allocations for social services. It is a question of making choices and exerting political will, says the report.

Health and nutrition, no less than education, have a direct impact on jobs and economic growth, as well as helping people lead better lives:

- One study cited in the *Human Development Report* shows that a 10 per cent increase in life expectancy (equal to 5.7 years in 1970) raises the economic growth rate by an estimated one percentage point a year.
- In Cali, **Colombia**, a health and nutrition programme for children increased their lifetime earnings considerably — by up to nine times the yearly wage of an illiterate worker.
- Increased calorie intake leads to gains in labour productivity of up to 47 per cent, for farmers in **Sierra Leone**, sugar cane workers in **Guatemala** and road construction workers in **Kenya**.

Urging education, vocational training and other government interventions to help people and countries climb the skills ladder, improve employment opportunities and boost economic growth, the *Human Development Report* warns rich and poor country alike: "No country undergoes a structural transformation of the economy without raising basic education levels."

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<i>Contacts:</i>	<i>New York:</i>	<i>Barbara Francis</i>	<i>(212) 906-5312</i>	<i>Fax 906-5364</i>
	<i>Washington:</i>	<i>Sarah Burns</i>	<i>(202) 331-9130</i>	<i>Fax 331-9363</i>
	<i>Geneva:</i>	<i>Jean Fabre</i>	<i>(41-22) 979 9541</i>	<i>Fax 979 9005</i>
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	<i>New Delhi:</i>	<i>Bhaskar Bhattacharji</i>	<i>(91-11) 4628877</i>	<i>Fax 462 7612</i>
	<i>Tokyo:</i>	<i>Hideo Sato</i>	<i>(813) 5467-4751</i>	<i>Fax 5467-4753</i>



HUMAN DEVELOPMENT REPORT 1996

Embargoed for 2 am GMT, 17 July 1996

HIV/AIDS SETS BACK HUMAN DEVELOPMENT BY YEARS IN SOME COUNTRIES

HIV/AIDS is a personal, social and economic tragedy as well as a global health threat. It is no respecter of wealth. In Europe and North America, AIDS is now the leading cause of death for adults under 45. But there is no escaping the fact that developing countries are hit hardest. Every day, 6,000 new HIV infections occur, one every 15 seconds, and 90 per cent of those new infections are in developing countries.

New research conducted for UNDP at Columbia University and the Harvard Institute for International Development and appearing for the first time in the *Human Development Report 1996* shows that HIV/AIDS is affecting the Human Development Index (HDI). The index measures basic human capabilities, ranking countries according to their average levels of life expectancy, educational attainment and basic purchasing power.

After comparing the actual 1980 and 1992 HDI for 56 countries with the estimated 1992 HDI that would have occurred in the absence of AIDS, the researchers conclude that the world lost on average 1.3 years of human development progress due to the pandemic.

In some countries, the setback was particularly severe: **Zambia** more than 10 years, **Tanzania** eight years, **Rwanda** seven years and the **Central African Republic** more than six years. **Burundi**, **Kenya**, **Malawi**, **Uganda** and **Zimbabwe** lost between three and five years.

The HDI drop was caused mainly by the dramatic reduction of life expectancy, one of three components of the index. More than 85 per cent of HIV/AIDS deaths worldwide occur among people between 20 and 45 years old. The study found only marginal impact on the education and income components of the HDI, but because the index is only a partial measurement of human development, "the impact of HIV/AIDS goes far beyond what this study shows," says the report.

While Africa has shown the greatest impact of the pandemic to date, Asia's toll will soon affect the global HDI. "The losses will continue to mount, especially in such countries as **India, Myanmar and Thailand**, where the AIDS crisis is becoming increasingly visible," says the report. "Governments that do not take the AIDS threat seriously now, or shy away from action because of cultural or religious sensitivities, will pay the price later."

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HUMAN DEVELOPMENT REPORT 1996

Embargoed for 2 am GMT, 17 July 1996

UNITED STATES HAS STEADY ECONOMIC GROWTH, JOB GROWTH AND HIGH HUMAN DEVELOPMENT — BUT WARNING BELLS ARE RINGING, SAYS REPORT WRITTEN FOR UN DEVELOPMENT PROGRAMME

The United States is by far the wealthiest country in the world, commanding 32 per cent of the gross national product of industrialized countries. It is one of the few countries in the world with steady economic growth, matching job growth and very high levels of human development, second highest in the world. But there are also warning bells ringing in the USA, according to the *Human Development Report 1996*, published for the United Nations Development Programme (UNDP) by Oxford University Press.

"In the United States, and to a lesser extent in some nations of the European Union, the inequality of income and wealth seem to be increasing," warns Robert M. Solow, Nobel laureate in economics, writing in the report. The report's findings bear him out, and suggest other potential areas of concern for policy makers in the USA.

Certainly, the USA can boast about its steady, if modest, economic growth rate of just under 2 per cent a year for the last 30 years. And unlike many growing economies, it has been able to turn that growth into jobs; its roughly 6 per cent unemployment rate is low compared with the average 11 per cent level in Europe.

BUT — There is enormous inequity hidden by averages in the USA, with gaps widening instead of shrinking:

- The rich are getting richer. Between 1975 and 1990, the wealthiest 1 per cent of the population increased its share of total assets from 20 per cent to 36 per cent.
- The number of people in the USA living below the poverty line is rising. Today, the per capita income of the poorest 20 per cent is less than one-fourth of the country's average income. In contrast, the poorest 20 per cent in Japan receives one-half the country's average income.
- The ratio of the highest 20 per cent of income to the lowest 20 per cent is 9 to 1, putting the USA among the three rich countries with biggest earnings gaps.
- Job insecurity is increasing, with widespread layoffs. "Jobs are being created, but many are dead-end, temporary jobs — without security and without a future," says the report of USA employment.

The USA ranks second on the Human Development Index, behind Canada and ahead of Japan. The index measures the average human capabilities in countries, ranking them according to a combination of life expectancy, educational attainment and basic purchasing power. The USA is second strongest in the world in education overall and second in college attendance, with 39 per cent of college age in school.

BUT — The USA has problems in health care and its financing:

- The USA is first in AIDS cases among industrial nations, with 22.7 cases per 100,000 people, compared with an average of nine cases per 100,000 in other countries of high human development.

- In life expectancy, the USA ranks 18th among industrial countries. It also ranks 18th in preventing maternal deaths, suggesting that improvement in health care lags behind economic growth.
- The burden is on private spending for health care: 56 per cent of all health spending is private expenditure, the highest ratio by far in the industrial world, and double the ratio in Canada and Japan.

The USA prides itself on its quality of life, and promotes it through mass media, exporting more than 120,000 hours of television programming to Europe alone in a given year.

BUT — Life in the USA gives cause for concern:

- TV takes up 40 per cent of the average American's free time and is responsible for a sharp reduction in the voluntary activity that has distinguished USA society. Over the past 30 years, participation has declined from 25 per cent to 50 per cent in such organizations as parent-teacher associations, the League of Women Voters and the American Red Cross.
- The USA is second in drug crimes in industrial countries. Among reported adult rapes, the USA records the most at 90,000 a year, four times the next largest number among industrial countries keeping count. (In some countries, reporting is discouraged.)
- The USA is world champion in three aspects of annual environmental degradation: It produces 24 per cent of the world total of greenhouse gases, 10 times the amount of hazardous waste as the next largest producer, and generates 332 pounds of municipal waste per person, compared with the rich-world average of 245 pounds.

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INTERNATIONAL WOMEN'S RIGHTS ACTION WATCH

Women, Public Policy and
Development Project
Humphrey Institute of
Public Affairs
University of Minnesota
301 - 19th Avenue South
Minneapolis, MN 55455



Arvonne Fraser, IWRRAW Director
Marsha Freeman, Deputy Director

Telephone: (612) 625-2505
FAX: 612-625-6351

December 7, 1992

Ms. Jan Piercy
President Clinton Transition Office
200 West Capitol Street
Suite 1320
Little Rock, AR 72201

A. Fraser

Dear Jan:

One more letter from an old friend and colleague, alas. I had heard you were helping in the campaign and was delighted to see in the Times that you were part of the transition team.

→ I'm interested in joining the Clinton administration as *U.S. representative to the U.N. Commission on the Status of Women* and believe I could represent the Clinton administration's interests effectively and with honor. I've written and others have talked to Brian Atwood, transition liaison for the State Department, but I expect a note or word from you would be tremendously helpful.

You know of my most recent international activities through MacArthur. Carmen Barosso may even have talked to you. A long resume is attached. I worked in the Carter White House Personnel Office for a short time, finding potential women appointees, and then became the first director of the Office of Women in Development at the U.S. Agency for International Development. While there, I organized the Women in Development group of donor countries through OECD/DAC in Paris which is still functioning well. I also served on U.S. delegations to the Commission, UNESCO, and the U.N. world women's conferences during both the Ford and Carter administrations. (Under Ford, I was the token Democrat on the delegations.)

I know the Commission and its work and could help interpret Clinton foreign policy to both domestic and international audiences—and help women at the same time. I have no illusions about the difficulties President Clinton will face in this currently chaotic world. The challenges are enormous and I would like to help.

Congratulations and good luck to you. No matter what happens on this appointment, here are my best wishes, have fun and know I'll continue to be an avid supporter.

Sincerely,

Arvonne S. Fraser

Sponsor: CWA



**OFFICE OF THE
UNITED STATES PERMANENT REPRESENTATIVE
TO THE UNITED NATIONS
WASHINGTON, D.C.**

202-736-7551

UNCLASSIFIED FACSIMILE COVER SHEET

TO: Anne Bastley

OFFICE: 1st Lady / Mrs. Clinton 1030 EOB

FAX NUMBER: 456-6244

FROM: Caroline Corbett
736-7555

MESSAGE

Anne - Could you look this over
as soon as possible? I'll call
you to discuss. - Thanks - Caroline

March 3, 1993

MEMORANDUM

TO : Anne Bartley

FROM : USUN/W - Caroline Croft

SUBJECT : U.S. Delegation to the Thirty-Seventh Session of the Commission on the Status of Women

The 37th Session of the UN Commission on the Status of Women (CSW) will take place March 17-26 in Vienna. One individual should be the President's special envoy (head of delegation) with four to five alternates. The Bureau of International Organizations (UN State Dept.) will be sending several advisers and a secretary. Ambassador Albright would like to include me in an advisory capacity.

The Ambassador has compiled the following list for Mrs. Clinton's review:

Nancy Rubin (head of delegation)

Karen Adler	Bella Abzug
Lynn Cutler	Maria Echaveste
Geraldine Ferraro	• Tina Flournay
Felicia Gervais	Carol Tucker Foreman
Swanee Hunt	Dottie Lamm
Judy Lichtman	Ellen Malcolm
Susan Manilow	Molly Reiser
• Dottie Shakleford	Audrey Sheppard
Deborah Shon	

This list was prepared in consultation with the offices of the Secretary of the Cabinet, Presidential Personnel, White House Political Affairs, Legislative Affairs (State/UN), and you.

If Ambassador Albright could have your comments by COB today, it would be greatly appreciated.

Arvonne S. Fraser

Hubert H. Humphrey Institute
of Public Affairs
University of Minnesota
301 - 19th Avenue South
Minneapolis MN 55455
(612) 625-2505
fax: 612-625-6351

home:

821 - 7th Street S.E.
Minneapolis, MN 55414
(612) 379-9451

Senior Fellow, Hubert H. Humphrey Institute of Public Affairs, University of Minnesota: Director, Women, Public Policy and Development Program, concerned with women's economic status and the contributions of women's organizations to public policy and change. Director, International Women's Rights Action Watch (IWRAW), a global network that monitors implementation of the women's human rights treaty, now ratified by 116 countries. Co-director; Center on Women and Public Policy.

Coordinator, Office of Women in Development, U.S. Agency for International Development, 1977-81. Organizer and first chair, OECD/DAC Women in Development Group, a consortium of donors. Member, U.S. delegation, U.N. Decade for Women World Conferences, Copenhagen, 1980 and Mexico City, 1975. Alternate representative, U.N. Commission on the Status of Women, 1974 and 1978. Seminar organizer, NGO Forum, 1985 UN World Women's Conference.

Counsellor, Office of Presidential Personnel, The White House, January-April, 1977. Upper Midwest Regional Coordinator, Carter-Mondale Campaign Committee, 1976.

Administrative Assistant, Office of Congressman Donald M. Fraser, 1970-76. Staff assistant, 1963-70. Campaign manager, Fraser for Congress Committees, 1964-76.

Director, Women's Equity Action League (WEAL) Fund Intern Program and WEAL Fund World Plan Project. WEAL board member, 1981-83, 1970-77. National President, WEAL, 1972-74; organized national Washington office for WEAL and served as legislative chair.

Former board member: National Democratic Institute for International Affairs; Women's Economic Development Corporation; Overseas Education Fund Board of Trustees; National Women's Law Center. An organizer and board member of Washington Women's Network, Women's Campaign Fund, National Women's Education Fund and other women's groups during the 1970s.

Current activities: Member, Maintenance Guidelines Committee, Minnesota State Bar Association, 1991-; Minnesota DFL Education Foundation Board of Directors, 1989-; Wellstone Alliance board member, 1991-; and numerous advisory boards.

CWA

Fraser resume-2

Awards:

Resourceful Woman Award for women's human rights, Tides Foundation, 1992
Superior Honor Award, U.S. Agency for International Development, 1981
Outstanding Achievement Award as Leader of Leaders, Minneapolis YWCA, 1986
Elizabeth Boyer Award, Women's Equity Action League, 1984
Minneapolis Woman of the Year, Minneapolis YWCA, 1979
Distinguished Service Award, Women's Equity Action League, 1977

Author: (full publications list available)

CEDAW #11: Report on the 1992 session of the U.N. Committee on the Elimination of Discrimination Against Women, Humphrey Institute of Public Affairs, August, 1992.

"Feminism: ...Women's rights as human rights," Minnesota's Journal of Law and Politics, Vol. 7, No. 1, April, 1992. (republished in Spanish in Profamilia, Vol. 7, No. 19, July, 1992, Bogota, Colombia.)

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"Development and the Women's Human Rights Treaty," Monday Developments, newsletter of Interaction, Washington, D. C., December, 1990.

"Women and International Law," Harvard Women's Law Journal, Vol. II, Spring, 1988.

U.N. Decade for Women: Documents and Dialogue, Westview Press, Boulder, Colorado, 1987.

Education: University of Minnesota, B.A. (Liberal Arts)
Lamberton, Minnesota, public schools

Honorary Doctor of Laws, Macalester College, 1979.

Candidate for Lieutenant Governor of Minnesota, 1986.

Married to Donald M. Fraser, Mayor of Minneapolis.

ROUTING AND TRANSMITTAL SLIP

Date

10/4/95

UN Women's
Conferences

TO: (Name, office symbol, room number, building, Agency/Post)		Initials	Date
1. Melanne Verveer			
2.			
3.			
4.			
5.			

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APPENDIX A

UNITED STATES DELEGATION TO THE UNITED NATIONS WORLD CONFERENCE OF THE INTERNATIONAL WOMEN'S YEAR, ~~Mexico City,~~
JUNE 19-JULY 2, 1975

UNITED STATES DELEGATION

Delegates

Patricia Hutar, United States Representative on the Commission on the Status of Women of the Economic and Social Council of the United Nations (Head of the Delegation).
Jewel Lafontant, Deputy Solicitor General, Department of Justice.
Daniel Parker, Administrator, Agency for International Development (Co-Head of Delegation June 19-21).
Jill E. Ruckelshaus, Presiding Officer, National Commission on the Observance of International Women's Year.

Alternate Delegates

Virginia R. Allan, Deputy Assistant Secretary for Public Affairs, Department of State.
Anne L. Armstrong, Member, National Commission on the Observance of International Women's Year.
Ruth Clusen, President, League of Women Voters of the United States.
Arvonne S. Fraser, Former President, Women's Equity Action League.
Joan Goodin, Assistant Director, International Affairs Department, Brotherhood of Railway, Airline, and Steamship Clerks, Freight Handlers, Express and Station Employees, American Federation of Labor—Congress of Industrial Organizations.
Rita E. Hauser, Member, United States Advisory Commission on International Educational and Cultural Affairs.
Rita Johnston, United States Delegate to and Vice Chairman of the Inter-American Commission of Women.
Joseph J. Jova, Ambassador Extraordinary and Plenipotentiary, United States Embassy, Mexico City.
Patricia H. Lindh, Special Assistant to the President for Women, The White House.
Carmen R. Maymi, Director, Women's Bureau, Department of Labor.
Virginia Trotter, Assistant Secretary for Education, Department of Health, Education and Welfare.
Barbara M. White, Ambassador, Alternate United States Representative for Special Political Affairs, United States Mission to the United Nations.

Congressional Advisers

Hon. Birch Bayh, United States Senate.
Hon. Charles H. Percy, United States Senate.
Hon. Bella S. Abzug, United States House of Representatives.
Hon. Margaret M. Heckler, United States House of Representatives.

Advisers

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

Special Delegation From U.S. House of Representatives

Hon. Lindy Boggs, U.S. House of Representatives.
 Hon. Marjorie S. Holt, U.S. House of Representatives.
 Hon. Martha E. Keys, U.S. House of Representatives.
 Hon. Patsy T. Mink, U.S. House of Representatives.
 Hon. Patricia Schroeder, U.S. House of Representatives.
 Hon. Leonor K. Sullivan, U.S. House of Representatives.

 APPENDIX B

APPENDIX I

MEMBERS OF THE U.S. DELEGATION TO THE U.N. WORLD CONFERENCE OF THE U.N. DECADE FOR WOMEN ~~CONFERENCE~~ DENMARK, JULY, 1980

UNITED STATES DELEGATION

CO-HEADS OF DELEGATION

Hon. Donald F. McHenry, Ambassador, Permanent U.S. Representative to the U.N.
Hon. Sarah Weddington, Assistant to the President.

REPRESENTATIVES

Vivian Lowery Derryck, Director, U.S. Secretariat for the World Conference of the U.N. Decade for Women, Department of State.
Arvonne Fraser, Coordinator, Women in Development, Agency for International Development.
Alexis Herman, Director, Women's Bureau, Department of Labor.
Koryne Horbal, U.S. Commissioner to the U.N. Commission on the Status of Women.
Sarah Power, Deputy Assistant Secretary, Bureau of International Organization Affairs, Department of State.

SPECIAL AMBASSADORIAL ADVISER

Hon. Warren D. Manshel, Ambassador to Denmark.

CONGRESSIONAL ADVISERS

Hon. Barbara Mikulski, U.S. House of Representatives.
Hon. Mary Rose Oaker, U.S. House of Representatives.

CONGRESSIONAL STAFF ADVISERS

Maura Corrigan, Assistant to Representative Oaker.
Margaret E. Galey, Staff Consultant, Committee on Foreign Affairs, U.S. House of Representatives.
Margaret Goodman, Staff Consultant, Committee on Foreign Affairs, U.S. House of Representatives.
Ann Lewis, Assistant to Representative Mikulski.
Janean L. Mann, Minority Staff Consultant, Committee on Foreign Affairs, U.S. House of Representatives.

ADVISERS

Virginia Allan, Special Assistant for Women's Studies, Dean of the Graduate School of Arts and Sciences, George Washington University, Washington, D.C.
Ingrid Fabbe Baucr, Clerk-Typist, Department of Social and Health Services, Friday Harbor, Washington.
Mary Bitterman, Director, Voice of America, U.S. International Communication Agency.
Barbara Blum, Deputy Administrator, Environmental Protection Agency.
Kathy Cade, Special Assistant to Ms. Carter.
Blandina Cardenes-Ramirez, Member-Designate, U.S. Commission on Civil Rights.
David Cardwell, U.S. Mission to the U.N.

Liz Carpenter, Assistant Secretary for Public Affairs, Department of Education.
 Margaret Carpenter, Office of Coordinator for Refugee Affairs, Department of State.
 Judy Carter, Writer.
 Marjorie Bell Chambers, President's Advisory Committee on Women.
 Nicholas W. Danforth, Education and Training Specialist, Westinghouse Health Systems.
 Susan Kunitomi Embrey, Chairperson, Los Angeles City Commission on the Status of Women.
 Sister Isolina Ferre, Social Worker, Puerto Rico.
 Eunice Fiorito, Special Assistant to the Commissioner, Rehabilitation Services Administration, Department of Health and Human Services.
 Barbara Good, Director, International Women's Programs, Department of State.
 Mary A. Grefe, President, American Association of University Women.
 Abigail Havens, Assistant to Ms. Weddington.
 Dorothy Height, President, National Council of Negro Women.
 Barbara Herz, Senior Adviser for Human Resources, International Development Cooperation Agency.
 Ruth J. Hinerfeld, President, League of Women Voters.
 Arthur H. Hughes, Counselor of Embassy, American Embassy, Copenhagen.
 Perdita Huston, Regional Director, Peace Corps.
 Mary King, Deputy Director, ACTION.
 John Kriendler, U.S. Mission to UNESCO, Paris.
 Odessa Komer, International Vice-President, United Auto Workers.
 Esther R. Landa, Immediate Past President, National Council of Jewish Women.
 Lillian Levy, Press Officer, U.S. Secretariat for the World Conference of the U.N. Decade for Women.
 Mary W. E. Natani, President, North American Indian Women's Association.
 Ber Peterson, Journalist.
 Dan Phillips, Political Officer, U.S. Secretariat for the World Conference of the U.N. Decade for Women.
 Vel Phillips, Secretary of State, Wisconsin.
 Maureen Rafferty, Health Education Associates, Public Health Center No. 5, California.
 Lynda Johnson Robb, Chairperson, President's Advisory Committee on Women.
 Deidre Ryan, Public Affairs Counselor, American Embassy, Copenhagen.
 Sana Shtasel, Department of Justice.
 Roma Stewart, Director, Office of Civil Rights, U.S. Department of Health and Human Services.
 Csanad Toth, Bureau of International Organization Affairs, Department of State.
 Anne B. Turpeau, Co-Chairperson, Continuing Committee of the National Women's Conference.
 Maureen Whalen, Deputy Director, U.S. Secretariat for the World Conference of the U.N. Decade for Women.

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NAIROBI 1985

Chair:

Maureen Reagan

Deputy Chair:

Nancy Clark Reynolds

Coordinator and Secretary:

Paula Kuzmich

Delegates:

Lenora Cole Alexander
Virginia R. Allan
Donna M. Alvarado
Mary H. Ayala
Corinne Claiborne Boggs
Linda Chavez
Esther Coopersmith
Holland H. Coors
Maureen E. Corcoran
Patricia Diaz Dennis
Rhoda M. Dorsey
Carrie Francke
Patricia A. Goldman
Mary A. Grefe
Margaret M. Heckler
Lois Haight Herrington
Marjorie Sewell Holt
Donna R. Ikeda
Nancy Landon Kassebaum
Alan Lee Keyes
Jeane J. Kirkpatrick
Barbara J. Mahone
Beryl Buckley Milburn
Ruth R. Miller
Sarah E. Moten
Nancy J. Risque
Evonne Sidney
Arliss Sturgulewski
Alice Roxana Thompson
Sarah Tinsley
Margaret Debardeleben Tutwiler
Arlene Violet
Jeri Winger

Advisors:

David Cardwell
Peggy Galey
Ernie Grigg
Julie Jacobson
Peggy Jones
Ursula Meese
Kyle Scott

Secretariat:

Paula Kuzmich
Ernie Grigg
Beth Burn
George Dragnich
Gray Handley
Beverly Zweiben
Eleanor Ridge
Barbara Boller

U.S. DELEGATION

The U.S. delegation, composed of 30 delegates, was not the largest at the Nairobi Conference, in contrast to past U.S. delegations to U.N. Conferences. This number was about average in size of delegations from other countries at the Conference.

The U.S. delegation was chaired by Ms. Maureen Reagan. Nancy Clark Reynolds, U.S. Representative to the U.N. Commission on the Status of Women, served as U.S. Alternate Representative to the Conference. The U.S. delegation included three Members of Congress, Senator Nancy Kassebaum, Representative Lindy Boggs, and Representative Marjorie Holt, but because of pressing congressional business on several major bills, they were unable to attend. Other delegates represented an American business, a college and a university, a labor union, a State government, as well as Federal executive departments (State, Justice, Treasury, Labor, Education, Health and Human Services), Federal agencies (National Transportation Safety Board, National Labor Relations Board, ACTION, the Peace Corps, USAID), the White House Domestic Council, an American Indian community, and major American women's organizations. Advisors and staff were drawn from the House of Representatives Committee on Foreign Affairs, the Department of State, the U.S. Mission to the United Nations in New York, the National Security Council, and the White House. One delegate had served on the U.S. delegation in Mexico City and at Copenhagen and another delegate and an advisor, with the U.S. delegation to the Copenhagen Conference in 1980. Minority representation consisted of four blacks, three hispanics, and one native American Indian, as well as five men.

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Department of State

OUTGOING
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EXECUTIVE OFFICE OF THE PRESIDENT

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ADVISERS

ROBERT T. ANTHONY
UNITED STATES MISSION TO THE UNITED NATIONS
NEW YORK

CRAYON C. EFIRD
UNITED STATES MISSION TO THE VIENNA OFFICE OF THE
UNITED NATIONS
VIENNA

RICHARD HOOVER
UNITED STATES MISSION TO THE VIENNA OFFICE OF THE
UNITED NATIONS
VIENNA

SHARON B. KOTOK
OFFICE OF HUMAN RIGHTS AND WOMEN'S AFFAIRS
BUREAU OF INTERNATIONAL ORGANIZATION AFFAIRS

DRAFTED BY: IO/OICP:DEPARADIS:MZW

APPROVED BY: IO:RIMILLER, ACTING

IO/OIC - FRPROVYN

IO/NW - BZWEIBEN

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TAGS: AORC, ECOSOC

SUBJECT: ECOSOC, TWENTY-SEVENTH SESSION OF THE
COMMISSION ON THE STATUS OF WOMEN, VIENNA, MARCH 17-26,
1993

1. OIC REQUESTS ACCREDITATION FOLLOWING U.S. DELEGATION:

REPRESENTATIVE

ARVONNE S. FRASER
SENIOR FELLOW
HUBERT H. HUMPHREY INSTITUTE OF PUBLIC AFFAIRS
UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINNESOTA

ALTERNATE REPRESENTATIVE

THE HONORABLE
JANE E. BECKER
AMBASSADOR
UNITED STATES REPRESENTATIVE TO THE VIENNA OFFICE OF THE
UNITED NATIONS
VIENNA

PUBLIC MEMBERS

J. VERONICA BIGGINS
EXECUTIVE VICE PRESIDENT FOR CORPORATE
COMMUNITY RELATIONS
NATIONSBANK
ATLANTA, GEORGIA

DOROTHY V. LAMM
DENVER, COLORADO

LOTTIE L. SHACKELFORD
VICE CHAIRPERSON
DEMOCRATIC NATIONAL COMMITTEE
LITTLE ROCK, ARKANSAS

SENIOR ADVISERS

CAROLINE J. CROFT
WASHINGTON OFFICE OF THE UNITED STATES REPRESENTATIVE
TO THE UNITED NATIONS
DEPARTMENT OF STATE

NANCY HIRSCH RUBIN

DEPARTMENT OF STATE

THOMAS G. MARTIN
DEPUTY CHIEF OF MISSION
UNITED STATES MISSION TO THE VIENNA OFFICE OF THE
UNITED NATIONS
VIENNA

KATHRYN MUTT SKIPPER
OFFICE OF THE LEGAL ADVISER
DEPARTMENT OF STATE

ERIC E. SVENDSEN
UNITED STATES MISSION TO THE VIENNA OFFICE OF THE
UNITED NATIONS
VIENNA

MARGARET WILLINGHAM
OFFICE OF MULTILATERAL AFFAIRS
BUREAU OF HUMAN RIGHTS AND HUMANITARIAN AFFAIRS
DEPARTMENT OF STATE

2. DELEGATION IS REMINDED THAT ONLY OFFICIALLY ACCREDITED
MEMBERS OF THE DELEGATION ARE AUTHORIZED TO PARTICIPATE IN
CONFERENCE SESSIONS (I FAN 633.1).

3. RECOMMENDATIONS OR COMMITMENTS WHICH CREATE OR IMPLY
NEW U. S. FINANCIAL OBLIGATIONS, ESTABLISHMENT OF NEW
ORGANIZATIONS, PARTICIPATION IN ADDITIONAL MEETINGS, AND
OFFERS TO HOST MEETINGS IN THE U. S. REQUIRE EXPRESS

AUTHORIZATION. INSTRUCTIONS TO U. S. DELEGATIONS ON
ACTION TO RESTRAIN GROWTH OF INTERNATIONAL ORGANIZATION
ASSESSED BUDGETS IS CONTAINED IN PARA 3 OF STATE 333775 OF
NOVEMBER 23, 1983.

4. HEAD OF DELEGATION IS RESPONSIBLE FOR ENSURING PROPER
COORDINATION OF ALL U. S. DELEGATION ACTIVITIES AND FOR
SUBMITTING TELEGRAPHIC SUMMARY OF CONFERENCE RESULTS PRIOR
TO DEPARTURE.

5. FRASER, BIGGINS, LAMM, RUBIN AND SHACKELFORD HAVE
SECRET SECURITY CLEARANCES. CROFT, ANTHONY, KOTOK,
SKIPPER AND WILLINGHAM HAVE TOP SECRET SECURITY
CLEARANCES. CHRISTOPHER

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HIGHLIGHTS OF
UNITED NATIONS CONFERENCES



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