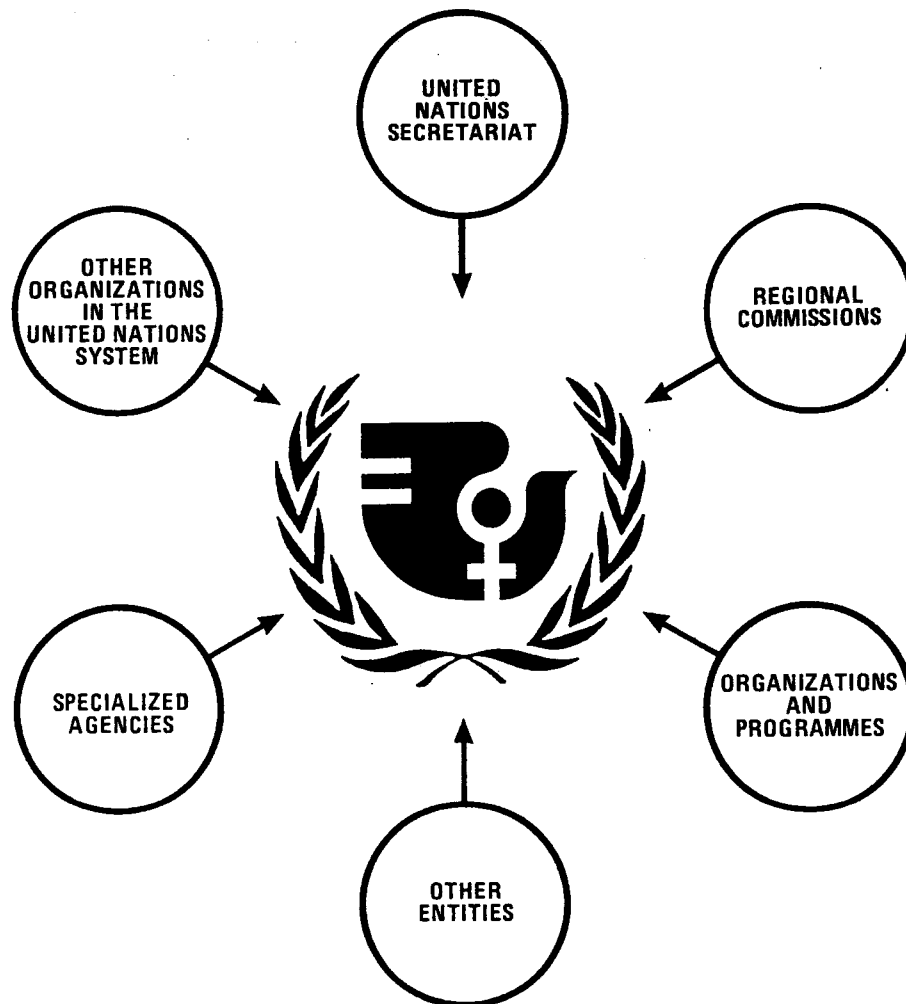


WOMEN 2000

No. 2, 1988



PROGRESS ON WOMEN
AND THE
UNITED NATIONS SYSTEM OF ORGANIZATIONS

INTRODUCTION

The work to achieve the objectives set in the Nairobi Forward-looking Strategies for the Advancement of Women 1/ to the year 2000 has been from the outset a co-operative, joint effort of the organizations of the United Nations system. Much of the success of the United Nations Decade for Women was due to the exemplary level of co-ordination achieved in the events leading up to Nairobi; success by 2000 will be dependent on maintaining and strengthening that joint work.

As a focal point for the system-wide effort, the Division for the Advancement of Women 2/ of the Centre for Social Development and Humanitarian Affairs, United Nations Office at Vienna, which serves both the Commission on the Status of Women and the Committee on the Elimination of Discrimination against Women, seeks to promote activities to advance the objectives of the Forward-looking Strategies for the Advancement of Women by organizing seminars, conducting research, updating the World Survey and developing information systems. With this in mind, the information provided in Women 2000 Nos. 2 and 3 of 1986 is being updated to reflect the most recent trends in consolidating the gains made at Nairobi. The present issue focuses on recent activities of the United Nations system for the advancement of women, based mostly on information contributed by the various bodies or organizations.

The information presented does not cover the activities of the Division for the Advancement of Women itself, as these have been covered in previous issues of Women News and Women 2000.

1/ Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, 15-26 July 1985 (United Nations publication, Sales No. E.85.IV.10), chap. I, sect. A.

2/ As was recommended by the Economic and Social Council in its resolution 1988/18, the Branch for the Advancement of Women was renamed the Division for the Advancement of Women. The renaming was approved by the Under-Secretary General for Administration and Management on behalf of the Secretary-General on 28 September 1988.

I. UNITED NATIONS SECRETARIAT UNITS

Department of International Economic and Social Affairs

The Department of International Economic and Social Affairs provides a wide range of services to the international community, including: the collection of economic, social and demographic data on a globally standardized basis; research and analysis of current trends; projections for all countries and regions; and the promotion of co-ordination between the economic and social programmes of the United Nations and its specialized agencies. Some specific activities undertaken or planned by the Department are described below.

Economic issues

The World Economic Survey, prepared by the Department and submitted to the Economic and Social Council, included for the first time in 1988 a selective set of indicators of the socio-economic situation of women world-wide. These indicators underscored the indispensable role that women play, not only in the family but also in key sectors of the economy such as agriculture, trade, industry, services, education and health. They also highlighted some of the problems and biases facing women, especially in the areas of education and employment. At its second regular session in 1988, the Council adopted a resolution requesting a separate section in the Survey on the contribution of women to the economy.

Social situation

The 1989 Report of the World Social Situation, prepared in collaboration with a number of organizations including the Branch for the Advancement of Women, will pay particular attention to women.

Population

In the area of population, a special section of the 1987 Monitoring Report on World Population Trends and Policies on fertility and women's life cycle was produced. In addition, the Sixth Population Inquiry among Governments, which was mailed to Governments in the summer of 1987, included a special section on government policies relating to women and population.

Under the 1988-1989 work programme, which has been reviewed and approved by the Population Commission, the Population Division is undertaking many studies relating to the issues of women, population and development. Complementary to these activities is a new project of the United Nations Fund for Population Activities (UNFPA) on women's status and demographic process for the period 1988-1991, which is just getting underway.

Statistics

A number of activities have been undertaken by the Statistical Office that are complementary to the recommendations of the Forward-looking Strategies. The Women's Indicators and Statistics Data Base (WISTAT) was completed in early 1988 and was made available as a machine-readable product for use on microcomputers in mid-1988, as was reported in Women News No. 23. This data base contains over 200 statistical series and indicators for monitoring the situation of women pursuant to the goals and objectives of the Decade, the implementation of the Strategies and the priority themes.

Co-ordination

At the request of the Economic and Social Council and the Committee on Programme and Co-ordination, the Department is preparing, in collaboration with the organizations and agencies of the United Nations system, a cross-organizational programme analysis on the advancement of women. This analysis is designed to serve as a means of assessing what the United Nations system is doing in relation to the objectives of the Forward-looking Strategies and verifying and monitoring progress made in the achievement of the system-wide medium-term plan for women and development for the period 1990-1995.

Department of Technical Co-operation for Development

Based on the Nairobi Forward-looking Strategies, the Department of Technical Co-operation for Development has prepared its own implementation strategy to strengthen the capacity of the Department to deal with issues concerning women in development as well as guidelines for activities that promote the integration of women in development. The Department's general approach has been to focus on human resources development overall, while integrating where possible activities oriented towards women into traditional technical co-operation. The use of training as a particularly effective vehicle for promoting the role of women in development was stressed by the meeting of the senior fellowship officers of the United Nations system, which the Department chaired in 1987. Accordingly, measures were taken to increase the number of women candidates for fellowship awards; for example, one third of fellowship holders in 1987 were women.

Human resources development was also emphasized during the fifteenth session of the Steering Committee for Co-operative Action for the International Drinking Water Supply and Sanitation Decade, held at the International Research and Training Institute for the Advancement of Women (INSTRAW), in which the Department participated. Thus, financing was provided from the regular programme to train women in Cape Verde in efficient water use and conservation. The importance of reliable data on the situation of women for purposes of planning, analysis and programme evaluation has been increasingly recognized by government officials, statisticians and women leaders. Thus, greater efforts have been made to develop statistical data bases at the national level. Short-term assistance to countries for training and compiling statistics on women was financed from the regular programme.

Department of Public Information

The Department of Public Information provides information on international issues concerning women and on the work of the United Nations in this area as well as press releases, booklets and pamphlets, the texts of the Nairobi Forward-looking Strategies and the Convention on the Elimination of All Forms of Discrimination against Women, posters, photographs, films and videos. Such information is disseminated to the media, Governments, non-governmental organizations, academic and other institutions, and individuals in different languages. A weekly 15-minute radio programme called "Women" is produced and distributed to radio stations all over the world. Its transcripts are distributed on request. Special materials are also produced in preparation for special occasions, such as International Women's Day, 8 March.

The Department's other on-going activities, such as press briefings, training programmes for journalists, publications and television, film and radio programmes, regularly include items on women.

The Department's focal point for inquiries concerning women is the Project Manager for Women's Issues, Communications and Project Management Service, Department of Public Information, United Nations, New York, NY 10017, United States of America. Requests for information material should be directed to local United Nations Information Centres.

II. REGIONAL COMMISSIONS 3/

Economic Commission for Latin America and the Caribbean

Pursuant to resolution 483 (XXI) on the effective mobilization and integration of women in development, approved at the twenty-first session of the Economic Commission for Latin America and the Caribbean (ECLAC), the secretariat of ECLAC examined all the programmes in the system to ensure that the Nairobi Strategies are implemented, taking account of sectoral features.

Consequently, the Economic Development Division is involved in the incorporation of women from the rural sector in productive employment. The ECLAC/United Nations Industrial Development Organization (UNIDO) Industry and Technology Division has been reviewing and evaluating existing sources of statistics to get a better picture of the participation of women on the industrial labour market in Latin America and the Caribbean.

The Statistics and Quantitative Analysis Division has incorporated in its data bases the information for each sex generated by consensus sampling, population consensus, ongoing statistics and household surveys, which has been used for statistical analysis of women in the labour market and to examine the impact of economic crisis. This work was done in conjunction with the Social Development Division.

The ECLAC/Food and Agriculture Organization of the United Nations (FAO) Joint Agricultural Division, with the collaboration of the Government of the Netherlands, drew up a set of proposals designed to bring about greater participation by peasant communities and families in the development of national agriculture, bearing in mind the important role of women in peasant regions.

The participation of the Latin American Demographic Centre (CELADE) in this field is more recent. A first step involved an effort to include the subject in a conceptual framework of a structural nature, which was applied to a survey of women's fertility in Ecuador, 4/ and, in 1987, the Centro de Estudios Latinoamericanos (CELA) began to operate. With the help of CELADE, a survey was made of the social situation of women and fertility in Panama. Moreover, an issue of the CELADE Demographic Bulletin was devoted to the systematic presentation of a set of demographic, social and economic indicators for the female population.

3/ Owing to publication deadlines, the contributions on the important role the Economic Commissions for Europe (ECE) and the Economic and Social Commission for Asia and the Pacific (ESCAP) play in advancing the status of women have not been included in this issue of Women 2000. Their activities will be described in future publications.

4/ Latin American Demographic Centre, "The situation of women and fertility: the case of Ecuador" (LC/DEM/G.64), Series A, No. 181.

One essential aspect of the principal activities of ECLAC is the inclusion of the question of women in the general work of the Social Development Division and linking it to general matters of development. This has made it possible to begin a multidisciplinary discussion and to take better advantage of existing human resources, since the various areas of specialization of the experts in the Division have helped the programme on activities on women in the ECLAC region to go more deeply into new aspects of questions relating to women and to open up new perspectives of analysis.

Economic Commission for Africa

Steps taken by the Economic Commission for Africa (ECA) and the African Training and Research Centre for Women (ATRCW) to implement the Nairobi Forward-looking Strategies are as follows:

(a) At the ECA secretariat level, ATRCW has been the focal point for the implementation of the Forward-looking Strategies;

(b) The Nairobi Forward-looking Strategies have been reflected in the ATRCW work programme in particular and in the various Divisions of ECA secretariat in general. The work programme of ECA for the bienniums 1986-1987 and 1988-1989 has included, among others, the following activities: measures to improve women's management skills and the agricultural productivity of women; access of rural women in Africa to appropriate technology; strengthening women's work in the informal sector; establishing and strengthening national, subregional and regional machinery for the integration of women in development; the role of women in their contribution to domestic and intra-African trade; upgrading trade entrepreneurs and business executives; expansion of food production, with special emphasis on the role of women; and marketing policies and programmes, with emphasis on agricultural inputs, rural savings and credit facilities for small farmers and livestock producers, particularly women. The above activities have been and are being carried out in the form of seminars, workshops, advisory services, field studies and technical publications.

Among the future plans in connection with the implementation of the Strategies, a fourth Regional Conference on the Integration of Women in Development will be held in September 1989. In preparation for the Conference, various research studies in the context of the Nairobi Forward-looking Strategies will be undertaken and will form the basis for discussion during the Conference.

Economic and Social Commission for Western Asia

The Economic and Social Commission for Western Asia (ESCWA) has undertaken a variety of activities to implement the Nairobi Forward-looking Strategies. There are three main areas of activities. First, in compliance with General Assembly resolution 40/105 on the incorporation of the interests of women in the work programmes of the regional commissions, ESCWA has identified specific programmes for interdisciplinary activities on women. These areas are: energy, industry, labour and statistics. Joint activities in these areas have been formulated and funds have been approved by the United Nations Development Fund for Women (UNIFEM). The regular programme for 1988-1989 and the forthcoming medium-term plan have been formulated, incorporating women's interests in the various disciplines. ESCWA acts as the executing agency for different funding bodies, specifically UNIFEM and UNFPA. ESCWA also covers a variety of areas at the regional and the national levels: projects for rural Arab women, for urban Arab women and for data collection and dissemination of information on and for

Arab women; and the regular programme for ESCWA women in development has expanded its research activities, emphasizing three major issues, namely, women's participation in the informal sector of the economy, the changing functions of the Arab family as a social institution, and the identification of a third choice for women that would meet the demands of their social and economic roles.

The report of the Secretary-General on General Assembly resolution 42/196 on operational activities for development contains a detailed presentation of ESCWA activities in the above area and identifies the main obstacles encountered in executing projects for the development of women. A major obstacle is the lack of female-specific data on women in areas such as the informal sector, services directed towards women and families, the economic participation of women in some industries and data on the quality of life of women in different sectors. Research activities to identify and formulate indicators, the building of a data base on the Arab family and the female labour force, and a compilation of data and information on experiences in other countries on measures to ensure compatibility between work and family obligations through the adaptation of work requirements to family needs are major tasks for ESCWA. In order to meet the demands of the incorporation exercise, additional funds are being sought from extra-budgetary sources such as UNIFEM, UNDP, UNFPA, Arab Gulf Programme for the United Nations Development Organizations, and other bilateral donors.

III. BODIES AND PROGRAMMES

United Nations Centre for Human Settlements

The United Nations Centre for Human Settlements (Habitat) has undertaken a series of activities specifically aimed at the implementation of the Nairobi Forward-looking Strategies. Such activities include:

(a) Seminars on women and human settlements development. In October 1987, Habitat organized a seminar on the Role of Women in the Housing Sector, held at Istanbul, Turkey. Regional seminars on Women in Human Settlements Development and Management have been held during 1988, as follows: Bali, Indonesia (February); Tunis, Tunisia (March); Saint Vincent and the Grenadines (June); Lusaka, Zambia (September); and Lima, Peru (November). Participants from countries in the respective regions considered ways of overcoming constraints to women's participation and of developing strategies in human settlements. Participants include high-level policy-makers from ministries, parastatal organizations, and non-governmental international and bilateral organizations dealing with the human settlements sector;

(b) Research and advisory services;

(c) Publications and training, such a book on women and shelter management, a series of topical manuals prepared and used as source material in the series of regional seminars being held during 1988, and a higher educational kit for women in settlements.

The project of Habitat and the Danish Development Assistance Agency (DANIDA) on training in community participation has held training workshops in Bolivia, Sri Lanka and Zambia, with the active involvement of women.

Habitat, as the co-ordinating agency for the International Year of Shelter for the Homeless organized a series of subregional meetings during 1985 and 1986 for high-level policy makers. The various roles of women and the many cultural, legal and administrative difficulties faced by women in the development and management of shelter and services were reviewed extensively, and recommendations were adopted for subsequent action by Governments.

In collaboration with a number of non-governmental organizations, Habitat identified a number of projects and programmes in which women's organizations were active in different aspects of shelter.

United Nations Children's Fund

Guided by the Nairobi Forward-looking Strategies, the United Nations Children's Fund (UNICEF) prepared, for its 1986 Executive Board session, an "Implementation strategy for UNICEF policy on women in development", delineating the operational aspects and implementation of women's and girl's needs and concerns into the mainstream programming and management of the Organization.

The policy adopted by the 1987 Executive Board has two comprehensive programme objectives:

(a) To strengthen, within the framework of the core country programme, development activities that improve the knowledge, health, and social and economic situation of women in poverty households;

(b) To interpose women-specific requirements into the Child Survival and Development Strategy, which is a powerful vehicle to assist in eliminating the disparities and discrimination in health and nutritional care and in educational advancement that women confront from infancy and childhood.

To achieve the goals of various United Nations General Assembly resolutions urging the complete integration of women's needs and concerns into policies and programmes, UNICEF has elaborated strategies:

(a) To pursue an integral sectoral approach in programme planning and implementation to make women's needs and concerns intrinsic to all sectoral programme formulation;

(b) To support special projects directed towards women only if these function as "bridging" strategies to bring women into the mainstream of development or where there is no previous history or tradition for the inclusion of women in development/or where culture dictates rigid segregation.

Responsibilities to achieve these objectives have been reassigned.

At the field level, the strategy places the primary responsibility for addressing the needs and concerns of women and girls with the resident representative and through his or her leadership upon all the field staff. At headquarters, this becomes mainly the responsibility of the Director of Programme Division, his staff and the top management.

The effectiveness of the UNICEF policy of implementation will be monitored through the establishment of an internal accountability system at headquarters and through the monitoring and evaluation of the programme in the field on an ongoing basis.

The strategy has been actively promoted and pursued after its endorsement by the Executive Board. By 1990, it is expected that all country programmes should be fully responsive to the programme objectives being pursued; the major components of the strategy will have been built into the framework of most country programmes; and at least 50 per cent of staff will have acquired the sensitivity, awareness and skills necessary to incorporate the needs and concerns of women and girls into core country formulation, both as a perspective and as a target for action.

United Nations Conference on Trade and Development

So far, the activities of the United Nations Conference on Trade and Development (UNCTAD) to implement the Nairobi Forward-looking Strategies have been carried out mainly within the framework of the Substantial New Programme of Action for the Least Developed Countries. The Programme, adopted in 1981, contains a number of provisions to advance the role of women in the development of the least developed countries. Thus, the situation of women in those countries has been regularly reviewed by UNCTAD as part of the global monitoring of the Programme.

At the mid-term global review of progress towards the implementation of the Substantial New Programme of Action in September 1985, the secretariat submitted a report on "Women in the least developed countries" (UNCTAD/ST/LDC/4). The conclusions and recommendations of the mid-term global review meeting contain specific provisions on the position of women (TD/B/AC/17/28).

Presently, the UNCTAD secretariat is preparing the least developed countries 1988 report, which will include, under the section on the mobilization of human resources, a review on strengthening the role of women. This report will constitute an input for the Meeting of Governmental Experts of Donor Countries and Multilateral and Technical Assistance Institutions with representatives of the least developed countries, to be held in May 1989 as part of the preparations of the 1990 United Nations Conference on the Least Developed Countries, which will be devoted to the assessment of progress in the socio-economic situation of the least developed countries during the 1980s and to the consideration of their requirements and the identification of appropriate national and international measures for accelerating their development during the 1990s.

In addition, UNCTAD has also contributed to the update of the World Survey on the Role of Women in Development.

Future plans of UNCTAD will be based on the Final Act of UNCTAD VII, in which the role of women in the mobilization of human resources and the need to integrate women in development are recognized.

At this stage, the main priority will be given to the integration of a women-in-development perspective in technical co-operation projects and training programmes. This will be in the context of growing emphasis on human resources development and training.

Finally, it is planned to convene a women-in-development seminar on a selected topic every second year. The first of these seminars, on women and least developed countries, will be held in 1989, as part of the preparations for the 1990 United Nations Conference on the Least Developed Countries.

United Nations Development Programme

In 1987, the initial focus of the Division for Women in Development of the United Nations Development Programme (UNDP) was on the elaboration of a policy paper for UNDP staff, consisting of the UNDP policy goals for women in development and procedures for implementation. It includes a project review form which is to be used for all projects in order to assess the relevance of each project for women and to propose reorientation as necessary.

Training activities for UNDP staff commenced in 1987 with a pilot course for headquarters staff serving as focal points for women in development. Subsequently, over the course of the year, training on women in development formed part of training courses for resident representatives, senior economists and junior economists.

The review of projects from the perspective of women in development was ensured by the participation of the Women in Development Division on the Action Committee. Initiatives with regards to country programming and mid-term reviews were started. Co-operation and interaction with the specialized agencies of the United Nations, other United Nations organizations and bilateral agencies were extensive. Contacts were established with the United Nations Statistical Office, the Branch for the Advancement of Women, UNICEF, the World Food Programme (WFP), the International Research Training Institute for the Advancement of Women (INSTRAW), UNIFEM, the International Labour Organisation (ILO), the United Nations Educational, Scientific and Cultural Organization (UNESCO) and numerous Governments.

For many years UNDP has had a commitment to encourage the advancement of women through its activities. In December 1986, the Joint Consultative Group of Policy (comprising UNDP, UNICEF, UNFPA and WFP) convened an Interorganizational Top Management Seminar on Women in Development, the objective of which was to impress upon the group the importance of supporting concerted action to ensure that women's development needs and concerns become an integral part of the formulation, implementation and evaluation of the respective organizations' policies, programmes and projects.

The Administrator of UNDP took office in May 1986 with a commitment to high-level policy issues, including women in development and co-operation with non-governmental organizations. In April 1987, he established the Division for Women in Development, locating it in the Bureau for Programme Policy and Evaluation at UNDP headquarters. The mandate of the Division focused on closely co-operating with the Bureau of Special Activities, the regional bureaux and field offices in ensuring the participation of women in UNDP programmes and projects.

The first year of the Division saw: the development of a policy paper; the initiation of training programmes at headquarters and at the interregional, regional and country levels in the field, involving UNDP, agencies, government counterpart and non-governmental organization personnel, as feasible; extensive project and country programme reviews through desk reviews, committed participation and field missions; the establishment of a network of focal points; co-ordination with the Branch for the Advancement of Women, Habitat, INSTRAW, UNIFEM, ILO, FAO, UNESCO and UNIDO as well as bilateral agencies with regards to input, the exchange of information and co-operation.

Although it is too early to conduct a formal evaluation of the effect of these measures, initial feedback indicates a positive response on the part of UNDP staff and field offices. Visits to project sites have also indicated the

presence of women in significant proportions in professional posts in various projects in industry, science and technology, at least among national staff; among international staff in these fields, there appears to be a lower representation of women. In the rural sectors and especially in agriculture, women continue to dominate the scene in most developing countries.

The present focus will continue, with intensified efforts being made to reach women through UNDP development assistance. Emphasis will be on formulating projects that, from the very start, take into consideration the gender distribution in the particular field of activity. The goal of increasing women's access to and participation in development through UNDP activities and in line with the Forward-looking Strategies will continue to be pursued.

United Nations Fund for Population Activities

After the Nairobi Conference, an organizational unit called the Special Unit for Women, Population and Development was created. The Unit, which works under the guidance of the Executive Director, has been given the responsibility for promotional advocacy; the development of policies and procedures; technical support and co-ordinating and monitoring the activities of the Fund that are related to ensuring that, in the projects it supports, due attention is given to the needs of women and, at the same time, that women are given opportunities to participate in project activities and to benefit from the results.

As one of its first tasks, the Unit prepared a strategy on women, population and development, which includes a four-year work plan (1987-1990), with verifiable objectives and resource requirements for its implementation. Its essential elements include: (a) a review of sectoral policies, guidelines and procedures from a gender-specific perspective; (b) training on women in development for staff at all levels and their national counterparts; (c) furthering co-operation and joint programming efforts with other agencies within the United Nations system; and (d) strengthening the activities of national organizations and non-governmental organizations concerned with the advancement of women.

The objective of these activities is to enhance and support the national programmes aimed at eliminating the remaining gaps in the access of women to means of self-fulfilment and participation in development efforts and at increasing their benefits from the results. To this end, the Fund recently updated its 1980 Guidelines on Women, Population and Development. This document provides a conceptual background and justification for support to projects that are usually categorized under the heading of special projects for the benefit of women.

As part of the recognized need for flexibility in responding to the concerns of women in different parts of the world, the Fund established an Advisory Panel on Women, Population and Development. The members of the Panel are all well-known experts with experience in the subject of women in development.

A very significant aspect of work of UNFPA with regards to the advancement of women is the emphasis on participation of all UNFPA operational units.

The Fund has taken all the necessary measures, including the establishment of policies, strategies, procedures, guidelines and technical checklists, to ensure the implementation of the Nairobi Forward-looking Strategies.

The future plans related to the implementation of the Forward-looking Strategies include: furthering contacts with the national organizations, at both the governmental and non-governmental levels; systematic briefing and debriefing of consultants who undertake various programming, monitoring and evaluation missions on behalf of UNFPA; the consistent appraisal of programmes; project reports from a gender-specific perspective; and enhancing inter-agency co-operation in this sector.

United Nations Development Fund for Women

The United Nations Development Fund for Women (UNIFEM) works within both the framework provided by the Nairobi Forward-looking Strategies and its mandate, which was set forth by the General Assembly in its resolution 39/125. In this resolution, the General Assembly expanded the Fund's earlier mandate (General Assembly resolution 31/133) and named two priorities in use of the Fund's resources. These two priorities are in fact two approaches to the same goal, namely the full involvement of women, together with men, in shaping and benefiting from their economies and societies. The Fund's first priority is to serve as a catalyst, with the goal of ensuring the appropriate involvement of women in mainstream development activities, as often as possible at the pre-investment stages; the second priority is to support innovative and experimental activities benefiting women in line with national and regional priorities.

In its catalytic role, UNIFEM received \$US 17 million from other sources since 1985; \$US 9 million of its own resources were committed during the same period.

The UNIFEM Work Plan for the Medium Term was reviewed at the twenty-fourth session of its Consultative Committee in September 1988. Of note are its special features directed towards sustainability, namely: (a) strengthening national institutional capacities to address women and development, with particular reference to national machineries, planning ministries and non-governmental organizations; (b) human resource development; and (c) the continuation of support for longer term activities, within the priorities of the Fund's regional framework.

The evolution of UNIFEM from a project-centred to a programming approach saw the design of operational frameworks, namely: the Africa Investment Plan, emphasizing food security, energy, credit support systems and strengthening of management capacities; the Participatory Action Plan for Latin America and the Caribbean, emphasizing rural women in peasant economies, urban women in informal-sector employment, violence against women and communications systems; the Asia and Pacific framework of priorities with major areas in agriculture and food security, the environment, including afforestation and pollution control and industry.

The year 1987 saw an expansion of partnerships in UNIFEM operational activities. Joint programming commenced with the International Development Association (IDA), the Inter-American Development Bank and the International Fund for Agricultural Development (IFAD).

As regards project assessment, project monitors have indicated that the critical areas are: integration; the duration of projects; the scale of projects; the question of innovation; and approaches to development co-operation.

Information dissemination and storage, key factors of the overall plans of UNIFEM, are put into operation through its Knowledge Bank System. Occasional papers (seven to date) are published to share knowledge and experience on innovative and catalytic areas such as credit support systems and food-cycle technology.

United Nations High Commissioner for Refugees

Actions called for in the Forward-looking Strategies are reflected in various protection and assistance measures UNHCR has taken in recent years.

Refugee women play a central role in providing for the needs of family members and the adequacy with which such needs are met may determine whether refugee families, and their individual members, survive.

In the health sector, for example, UNHCR gives particular attention to the major health needs of refugee women. In order to deal with the severe problem of iron deficiency among refugee women, UNHCR has found it necessary to create mother and child care centres and supplementary feeding centres as an integrated part of the primary health care system. Subject to cultural and legal constraints, the health centres can also provide women with contraceptives and information on family planning.

With regard to the provision of water to camps and settlements, UNHCR recognizes the fact that women and children in many cultures bear the burden of carrying water for the family's needs. UNHCR is therefore trying, in every refugee water project, to limit the maximum distance to water points and also to provide refugee women with means for carrying and storing water.

Refugee women play an active role in agriculture and livestock rearing programmes set up with UNHCR assistance. Women are also the main beneficiaries of assistance for small-scale livestock production.

Refugee women, especially those heading households, are assisted by means of social services in seeking employment in existing labour markets. Vocational training and formal education improve women's chances of attaining self-sufficiency.

In addition to such ongoing activities, UNHCR is taking further steps in keeping with the Nairobi Forward-looking Strategies. These include: the creation of a Steering Committee on Refugee Women; two additional posts, a Senior Advisor on Refugee Women and a Project Officer for Women and Children, have been established and should be filled before the end of this year; the inclusion of special references to the needs of refugee women in the preparation of sectoral guidelines, objectives and performance measures for each sector of assistance; and the establishment of a system to identify activities in project budgets that are particularly relevant to refugee women.

International Research and Training Institute for the Advancement of Women

Given the mandate of the International Research and Training Institute for the Advancement of Women (INSTRAW) to ensure, through its research, training and information/communication activities that women are recognized as key actors of development, all its programmes contribute to the implementation of the Nairobi Forward-looking Strategies. Some of the activities of INSTRAW are highlighted below.

Improved statistics and indicators

Even before the Nairobi Conference, INSTRAW was committed to improving statistics and indicators, launching in 1983, jointly with the United Nations Statistical Office, an ambitious programme to improve data on women; two manuals by INSTRAW and the Statistical Office on compiling statistics and indicators on women are widely used in developing countries.

A major concern of INSTRAW is how to devise ways to evaluate women's work in the informal sector, within the internationally used system of national accounts. To examine these issues, an expert group meeting was held at Santo Domingo in 1986; another is planned for 1989.

Training users and producers of statistics on women continues to be a priority for INSTRAW. A national training workshop was held at Beijing, China, in June 1988. Another was scheduled to take place in Greece in October 1988, and a subregional workshop for the Central American countries was scheduled in Costa Rica in November. Previously, similar regional and national workshops were held in Barbados, Nigeria, Pakistan, Sri Lanka and Zimbabwe.

Monitoring and evaluation

In keeping with General Assembly resolution 42/65 and Economic and Social Council resolution 1987/25, INSTRAW has established a programme on guidelines and checklists for women in development in order to establish criteria for designing innovative monitoring and evaluation methodologies. The programme includes a survey of existing methodological approaches and an expert group meeting.

Research and policy analysis

INSTRAW also carries out research and policy analysis in line with its mandates and the Forward-looking Strategies.

Self-reliance

As an example of its activities in promoting self-reliance, INSTRAW co-sponsored an interregional consultative meeting in Bulgaria in June 1988 to enhance women's participation in co-operatives.

Sectoral issues

INSTRAW actively promotes women as a key factor in guaranteeing the success of water supply and sanitation projects and programmes. In the field of energy, INSTRAW has launched a wide-reaching programme in Africa to promote new and renewable sources of energy as a viable option to satisfy the energy requirements of people, especially of women.

Advocacy in the mainstream

Through the above-mentioned activities, INSTRAW tries to ensure that the women's dimension is present in the mainstream of development. This is in keeping with the Forward-looking Strategies, which clearly underline the need for a women's perspective on human development.

World Food Programme

The major steps taken by the World Food Programme (WFP) to implement the Nairobi Forward-looking Strategies include the following:

- (a) The formulation and adoption of policy guidance requiring gender sensitivity and gender responsiveness in all WFP-assisted projects and at all stages of the project cycle;
- (b) The formulation and in-house distribution of sector-specific guidance on how to develop projects that are gender-responsive or how to reorient projects so that they can be;
- (c) In-house and collaborative staff training programmes on gender issues in development work;
- (d) The evaluation of selected projects that focus on women and are assisted by WFP to draw practical lessons that can eventually be applied to improve effectiveness;
- (e) The development of an implementation strategy or plan of action designating in-house responsibilities for applying the Nairobi Forward-looking Strategies as they relate to food aid for development and to monitor and report on results;
- (f) Collaboration with other United Nations agencies.

As a concrete example, a WFP-assisted project in the Gambia whose objectives are to attain community-based agricultural development and food security contains a number of elements that address women's roles in production while alleviating time constraints emanating from domestic responsibilities. In view of the traditional and marked division of labour between men and women, food-for-work is provided as an incentive to mobilize male labour to construct the infrastructure that is needed to facilitate women's access to their swamp rice fields, while technical assistance is provided directly to the swamp rice producers who are predominantly women.

IV. SPECIALIZED AGENCIES AND OTHER ORGANIZATIONS OF THE UNITED NATIONS SYSTEM

International Labour Organisation

The Nairobi Forward-looking Strategies, the Convention on the Elimination of All Forms of Discrimination against Women, as well as the relevant ILO Conventions and Recommendations and the 1985 International Labour Conference resolution on equal opportunities and equal treatment for men and women in employment continue to be followed up by the International Labour Organisation (ILO), and future activities at the international, regional and national levels are geared to promoting and applying them.

The aim of ILO policies in connection with the Nairobi Forward-looking Strategies are: to provide further data and criteria for the development of the mandatory activities of the United Nations system on such issues as equal remuneration; to contribute to the mobilization of public opinion on discrimination issues through the dissemination of information; and to participate in the planning and implementation of relevant activities and programmes delineated in the Nairobi Forward-looking Strategies.

A goal of the ILO Medium-term Plan (1990-1995), adopted in 1987, is to assist Governments, employers' and workers' organizations in developing policies and programmes to improve the status, employment and general living conditions of women and will lead to full equality between men and women in employment. Activities will be undertaken to assist disadvantaged groups of people facing problems posed by discrimination.

The programme and budget for 1988-1989, as well as for 1990-1991, place emphasis more than ever before on: equality in employment between men and women; the impact of present conditions in the labour market on the employment of women; advisory services and technical co-operation; and activities relating to working conditions and environment.

Co-ordination with the United Nations system is being strengthened through activities with the Committee on the Elimination of Discrimination against Women and the Commission on the Status of Women as well as with the United Nations organizations and specialized agencies, in particular UNICEF, UNDP, INSTRAW, FAO, UNESCO and UNIDO.

An Interdepartmental Committee has been set up to oversee the implementation of the ILO Plan of Action on Equality of Opportunity and Treatment of Men and Women in Employment. The Office for Women Workers' Questions acts as secretariat to the Committee. The Interdepartmental Committee ensures and strengthens the implementation of the Plan and keeps the Director-General, the Governing Body and the Committee on Discrimination regularly informed about the implementation of the Plan.

The regional offices of ILO are increasingly concerned with strengthening women's participation in development, and ILO regional seminars on non-discriminatory employment practices have been held. A seminar on African women and the ILO Plan of Action was held in October 1988 for female trade union leaders from anglophone African countries.

The June 1988 session of the International Labour Conference discussed a general survey on the application of the Discrimination (Employment and Occupation) Standards.

The issue of women in development was the subject of a meeting organized by ILO in April 1987 in order to exchange the views and experiences of the United Nations Development Fund for Women, the Danish Development Assistance Agency (DANIDA) and ILO itself. One of the central points of discussion was the issue of the relationship between women-specific projects and the full integration of women in projects of a general nature.

Beginning in early 1988 for a period of 18 months, a new technical co-operation project, the first of its kind under the multilateral programme, is promoting action to integrate women more effectively into mainstream ILO projects.

A possible indicator identified for the success of this project will be an increased number of women included in the target group of ILO/multilateral and ILO/UNDP mainstream projects in the Southern African Development Coordination Committee (SADCC) region.

ILO has continued to follow and publish information on the plight of African women in South Africa, notably through the annual Special Report of the Director-General on the Application of the Declaration concerning the Policy of Apartheid in South Africa.

Major ILO-executed projects in the field of vocational training and rehabilitation have served to assist victims of apartheid, a high proportion of which are women, in the front-line and neighbouring States to overcome the discrimination in educational systems in South Africa and Namibia.

Since 1919, ILO has adopted 166 conventions and 174 recommendations covering a broad range of matters in the field of labour. Many of these instruments deal with questions of particular concern to women workers, such as discrimination in employment and occupations.

However, the concept of prohibiting night work for women has been questioned in some quarters as an obstacle to equality. The question of the night work (women) Conventions No. 40 of 1919 and two revised Conventions, No. 41 of 1934 and No. 89 of 1948, will be discussed by the International Labour Conference in 1989.

Food and Agriculture Organization of the United Nations

The Food and Agriculture Organization of the United Nations (FAO) has engaged in a wide range of activities, both conceptual and operational.

On a conceptual level, even before the Nairobi Conference, FAO was concerned with the relationship of women and food security and promoted its use as a key concept in: strengthening the integration of women in rural development through the development of policy papers; training of planning officers at the regional and national level; technical assistance to countries in the formulation of programmes for rural women and food security; and producing and using a film entitled "The forgotten farmer: women and food security".

At the operational level, FAO has promoted a double-track approach. The first approach is through projects directed exclusively at women or through specific women's components within larger projects. Such projects basically perform the role of demonstration and provide examples of what works with and for rural women. This leads to the second approach, which calls for the integration of women in all ongoing projects, through the improvement of the planning process and the monitoring and evaluation of projects. The second approach is gradually receiving more and more emphasis. With regards to monitoring, FAO reports periodically to the United Nations system on progress made in the integration of rural women in development. Moreover, member countries report every four years, in the context of the report on the implementation of World Conference on African Region and Rural Development, on what they have done for the advancement of rural women.

At the level of international co-operation, FAO has initiated a series of joint activities with other United Nations agencies on: the impact of famine and drought by gender; rural women and food security at the household and national levels; rural women and extension services and training; improving traditional technologies; and credit and marketing for rural women.

In summary, progress had been made in the following areas: (a) greater knowledge and awareness of the contribution and importance of rural women in agriculture, forestry and fishery, and food security; (b) an increase in the number of projects and amount of resources oriented towards rural women; (c) the development of conceptual approaches and operational alternatives, particularly with regard to food security, technology, women and drought, and credit and extension services to rural women; (d) an improvement of guidelines and checklists and their application at the regional and national levels; and (e) strengthening national level institutions and women's organizations.

Future activities are aimed at improving: data bases on rural women in developing countries; the training of all staff in the planning and implementation process; the monitoring system on women; and institutional services and structures to facilitate the access of women to agricultural resources.

FAO has also formulated a Plan of Action for Women in Agriculture and Rural Development, which was presented at its Council in November 1988.

United Nations Educational, Scientific and Cultural Organization

Prior to the conclusions of the United Nations Decade for Women, the United Nations Educational, Scientific and Cultural Organization (UNESCO) included in its second Medium-Term Plan (1984-1989) a specific programme entitled "Major programme XIV". It includes a global analysis of the problems of women, a strategy of action and the establishment of a co-ordination unit whose function is to promote programmes designed to bring about the equality of men and women and to ensure intersectoral and inter-institutional co-ordination.

The Co-ordination Unit was created in 1984 and has been strengthened since then. It currently comprises one Director post, one assistant post and two General Service posts. It is supported in its activities by an intersectoral committee responsible for co-ordination, which was set up in 1978. The members of this Committee are responsible for monitoring the implementation of specific activities relating to women and checking that all of the Organizations' programmes take account of women.

The programme itself is multidisciplinary and intersectoral and covers the areas of education, science, social and human sciences, culture and communication. It is set out in a summary table with budget indications.

The Organization's strategy of action is twofold: specific activities designed to enhance the status of women; and the greatest possible integration of women, as agents and as beneficiaries, in all programmes and activities. To this end, directives have been prepared and disseminated to the members of the Secretariat.

Furthermore, statistics on the participation of men and women in the various activities organized by UNESCO have been produced to highlight the persistent nature of inequalities in this area and to encourage members of the Secretariat to correct this situation.

The budget allocated to the programme for women has increased regularly, from 2.3 per cent of the global budget for the Organization's programme in 1984-1985 to 3.6 per cent in 1986-1987.

Enhancing the status of women remains a priority for the next Medium-Term Plan (1990-1995), which is currently being drawn up. Emphasis will be placed on the implementation of the Nairobi Forward-looking Strategies, particularly with regard to literacy, education and training, by giving priority to women living in particularly vulnerable circumstances. There are also plans for programmes to do away with stereotypes and discrimination, to encourage de jure and de facto equality between the sexes and to give women access to decision-making positions in all fields of social, economic, political and cultural life, including science and technology. Emphasis will likewise be placed on integrating women, as agents and as beneficiaries, in future programmes.

World Health Organization

Plans were made at all levels of the World Health Organization (WHO) to translate two of the strategies and goals of the United Nations Decade for Women, health and development, into reality.

In 1986, the Thirty-ninth World Health Assembly adopted resolution WHA39.18 on implementation requirements of the Nairobi Forward-looking Strategies in the health sector. ^{5/} The programme for women forms a part of all relevant WHO programmes involving Member States as well as all country, regional and global programmes.

At WHO headquarters, the Director-General established a steering committee on women, health and development to support the planning of activities as an integral part of various programmes and to co-ordinate and harmonize support to Member States and the WHO regional offices.

Women's special health needs are closely related to their reproductive role. With UNFPA and the World Bank, WHO sponsored the International Conference on Safe Motherhood (Nairobi, February 1987). Long-term inter-sectoral strategies to improve the health and social status of women and girls, as well as immediate action to strengthen maternal health and family planning programmes, were recommended. Two other major conferences, which concentrated on the relationship between women's health and family planning, were co-sponsored by WHO, namely: the European Parliamentarians' Forum on Child Survival, Women and Population: Integrated Strategies, held at the Hague, February 1986; and the International Conference on Better Health for Women and Children through Family Planning, held at Nairobi, October 1987.

In the WHO regions, the emphasis on specific activities varied in relation to the socio-economic and cultural context in which women live.

Since WHO Member States agreed unanimously to the goal of health for all by the year 2000 through primary health care, the monitoring of health-for-all strategies has been carried out through regular reporting to the World Health Assembly. The Health Assembly decided, in its resolution WHA39.7, that such reporting should take place every three years.

International Maritime Organization

In addressing the women's issues, the International Maritime Organization has responded by incorporating the integration of women within the ambit of its technical co-operation activities, with particular reference to the high priority accorded to human resources development.

The main purpose of the Organization's technical assistance programme is to assist developing countries to build up a sound maritime infrastructure. IMO regards education and training as vital to achieving the ultimate aims and objectives of any plan for economic development and training. The need for the integration of women in the maritime sector also extends to developed countries, and the Organization's approach will also be to foster greater integration within these countries.

^{5/} In response to this resolution, the Director-General submitted a progress report to the Fortieth World Health Assembly (1987).

IMO has given careful consideration to the role of women. Technical improvements provide an important vehicle in accelerating the integration process, and through appropriate maritime training programmes that are presently available, a major impetus can be given to the training and the employment of women in the broadest spectrum of maritime activities.

The Organization's approach to this issue has been to encourage donor countries and institutions to endow the women-in-development issues with broader credibility and impact by providing funds specially earmarked for the training of women up to the highest level.

Areas of major maritime activities are:

- Maritime policy advisers in the Ministry of Shipping
- Maritime training
- Maritime legislation
- Maritime administration
- Maritime communications/maritime electronics
- Marine pollution prevention and control
- Ports and harbour administrations
- Naval architecture
- Technical management of shipping companies

There are clear employment opportunities for women in these categories, in the seagoing areas and in other services to the maritime and shipping industry. It is the Organization's strategy to serve as a catalyst by bridging the training gap, which currently prevents women from obtaining the specialized technical qualifications required to compete in the job market on an equal footing with male applicants.

International Fund for Agricultural Development

The policy of the International Fund for Agricultural Development (IFAD) in relation to women in development must be viewed within the framework of the Fund's mandate to increase food crop production, alleviate rural poverty and improve the nutritional status of the family.

In pursuing its mandate, IFAD has evolved a policy of compensatory discrimination in favour of those who have less power - poorer rural families, on the one hand, and women within these families, on the other.

IFAD has thus increasingly realized that, in addressing poverty and equity issues, the analysis of actions must carefully take into consideration the consequences of planned activities on women and that it is necessary to devise ways and means of avoiding adverse effects on women and of swaying the balance in their favour. In addition, in some regions, and particularly in Africa, the number of rural households headed by women is increasing owing to the migration of male members of households in search of alternative income opportunities. This trend is a matter of concern in the IFAD Special Programme for Sub-Saharan Africa.

Data indicate the increasing attention of IFAD to women as a target group. The share of projects identifying women as explicit beneficiaries has increased from 50 per cent in 1985 to 85 per cent in 1987. Gender and equity monitoring and the evaluation of ongoing projects are considered in all new IFAD projects. The ACC Task Force document "Guiding principles for the design and use of monitoring and evaluation in rural development projects and programmes" (published in 1984) is widely utilized.

IFAD itself has prepared a policy paper on women in development/ implementation strategy and a plan of action. Proposed activities include, inter alia: an evaluation study on the impact of IFAD projects on the role of poor rural women in agricultural and rural development; a publication on IFAD approaches in reaching rural women and staff training; guidelines and check-lists for project identification and project design; and the appointment of a women-in-development adviser to co-ordinate and support the implementation of the Women in Development Plan of Action. IFAD is also considering participation in an inter-agency research project on the ways drought/crisis affect food production at the household level.

The targeted approach of IFAD in favour of rural women has been most effective in: (a) providing alternative sources of income, especially during the introduction of new technology displacing their labour; (b) evolving better forms of agricultural extension to reach them; and (c) extending rural credit to them.

An example of innovative credit schemes specifically geared towards poor rural women is the Grameen Bank Project in Bangladesh. It is a credit project to generate activities, and it has served as a model for other credit projects in Asia.

Agricultural extension forms a major component in IFAD agricultural development projects. For years, it was carried out by male officers. To counter this trend, IFAD supports as much as possible a process of change towards more recognition and support of the role and potential of women in agriculture. The IFAD Agricultural Development Project in Yemen is illustrative of the Fund's efforts on behalf of women in terms of extension services.

In addition to ensuring women's equal access to credit and agricultural extension, safeguarding women's access to land and relieving their workload are equally important issues.

The Fund's concern to safeguard women's traditional land use rights was shown in the Jahally and Pacharr Smallholder Project in the Gambia. The project aimed at introducing irrigated rice cultivation by developing two swamps traditionally cultivated by women.

Relieving women's workload and drudgery in agricultural and household duties was pursued in a number of projects by introducing labour-saving facilities such as grain mills, community woodlots and better food processing equipment.

United Nations Industrial Development Organization

Since the adoption by the General Assembly of the Nairobi Forward-looking Strategies, UNIDO has undertaken a series of activities to increase the integration of women into industrial development in the developing countries. To a large degree, the programme of activities has been dependent on special contributions from individual countries.

A key measure was the establishment of a Unit for the Integration of Women into Industrial Development in the Department for Programme and Project Development to develop, promote, co-ordinate and monitor the Secretariat's activities for the integration of women.

As a result, increasing attention is being given to the subject in the major activities of UNIDO such as: technical co-operation, studies and research, and the System of Consultations; the elaboration of Guidelines on the Integration of Women in UNIDO Technical Co-operation Projects and in Industrial Studies Programmes and Research; the initiation of a data base on women in industry; and the development of a staff sensitization programme designed to increase the awareness and understanding of staff at headquarters and in the field of women's role and contribution as agents and beneficiaries of industrial development.

Through voluntary contributions received from Governments, it has been possible to increase the number of technical co-operation programmes and projects directly addressing issues pertinent to women's needs in terms of production technology and management skills. A training programme for women entrepreneurs/managers in micro-scale and medium-scale industries has been developed.

An Expert Group Meeting on Women in Agro-Industries was held in October 1985 in Norway, which resulted in important recommendations for the integration of women in medium- and small-scale industries and particularly in the informal agro-industrial sector. The sector analyses were continued with a study on the participation of women in the fisheries industry, presented to the First Consultation on the Fisheries Industry, held at Gdansk, Poland, in June 1987.

A study on the impact on women of the introduction of new technologies in the textile and clothing industries has been undertaken. It will be the basis for a series of country case studies.

Future UNIDO steps for the integration of women in industrial development consist of: an increasing number of UNIDO technical co-operation projects, studies and promotional activities taking into account women's role and contribution; advisory services, skill development programmes, technical co-operation projects, studies and promotional activities; staff sensitization courses on the role and contribution of women in industrial development; a study programme to evaluate the role and contribution of women to industrial development on a regional and country level, and on the impact of industrial development strategies and programmes on the participation of women in specific industrial subsectors (1990-1991); programmes for managerial and entrepreneurial skill development for women transferred to a number of countries in Africa, Asia and Latin America and programmes to improve technologies for rural women; and a fully established data base on the role and contribution of women to industrial development both on a regional and sectoral level.