

**REGIONAL PLAN OF ACTION FOR THE INTEGRATION OF WOMEN INTO
LATIN AMERICAN ECONOMIC AND SOCIAL DEVELOPMENT**



UNITED NATIONS



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E/CEPAL/1042/Rev. 1
November 1977

The Regional Plan of Action for the Integration of Women into Latin American Economic and Social Development contained in the present document was approved by Member States at the eleventh extraordinary session of the Committee of the Whole of the Economic Commission for Latin America, held on 21 November 1977.

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I. INTRODUCTION

1. The World Conference of the International Women's Year held in Mexico in 1975 affirmed in its Declaration that the status of women is inseparable from the development process. It also recognized that the current situation in the political, economic, social and cultural spheres, both national and regional, prevents the full utilization of women's human and material potential in the development process so that it is necessary to seek ways of transforming the conditions existing in the region.

2. The question of the inequality of the vast majority of the Latin American female population is indeed closely linked with the problem of under-development, which exists not only because of inadequate internal structures but also as a result of a profoundly unjust world economic system.

3. However, although the elimination of under-development is an indispensable requirement for the full emancipation of women, it does not ensure the immediate elimination of the discrimination which afflicts them, resulting from the implantation and persistence of age-old prejudices and their low educational, technical and cultural level which greatly limits their access to and incorporation into work. The struggle against under-development must therefore be combined with the adoption of measures for the immediate and speedy integration of women into national and international life as an important element for development, the maintenance of peace and regional co-operation. Thus, as women become more aware of this fact they will become natural and active participants in the struggle against all types of domination. They thus constitute enormous social potential for the socio-economic transformation needed by the region.

4. Our region is characterized by a high rate of unemployment and underemployment. This phenomenon is proportionally greater in the case of women, and at times reaches rates three times higher than those for men of the same age groups. This chronic situation tends to be aggravated by the unjust system existing in international economic relations.

5. Women have played an important role in the history of mankind in the struggle for national liberation, political and economic independence, the strengthening of international peace, the elimination of colonialism, neocolonialism and imperialism, foreign occupation, foreign domination, racism, **apartheid** and all types of discrimination.

6. During recent decades there has been an intensification of the incorporation of women into the political life of their countries and of their struggle for structural changes which would eliminate the social roots of the discrimination against them.

7. The United Nations has played an important role in the efforts aimed at equality for women. The General Assembly has approved basic resolutions and key documents such as the Declaration on the elimination of discrimination against women which have contributed to the struggle to secure the full integration of women into development. Similarly in seminars such as those of Caracas and Buenos Aires and the World Conference in Mexico, which gave rise to the World Plan of Action, the basic principles for advancing in the struggle for the liberation of women have been reaffirmed.

8. There is an urgent need for the regional community to adopt measures in keeping with the needs of the countries of Latin America in order to co-operate with them to accelerate the rate of their economic development and significantly improve the standard of living of their peoples, paying particular attention to the situation of women who, as in other regions of the world, live and confront every day an endless series of political, social and economic problems that are particularly serious and pressing in the under-developed world.

9. It is thus essential to take action aimed at making effective the New International Economic Order, of which the Charter of the Economic Rights and Duties of States constitutes a fundamental element since it is based on equity, sovereign equality, interdependence, common interest and co-operation between all States, whatever their economic and social systems.

10. The purpose of this document is to present a minimum action programme, within the framework of principles of justice, equality and respect for State sovereignty, aimed at the promotion of equality of opportunity and responsibility for women in the common effort to overcome the obstacles which hinder the development of both men and women as individuals and as members of a society.

11. In accordance with paragraph 28 of the World Plan of Action, which states that since there are wide divergences in the situation of women in various societies, cultures and regions, reflected in differing needs and problems, each country should establish its own national strategy and the interdisciplinary and multilateral machinery in its government structure to ensure the application of recommendations of importance within the framework of its needs and priorities.

12. It is essential that these recommendations should be incorporated in development plans and programmes and in sectoral analyses, so that the machinery for the integration of women in development may be an integral part of the International Development Strategy in the Second United Nations Development Decade, in observance of the Universal Declaration of Human Rights and the Declaration on the elimination of discrimination against women, and in order to contribute effectively to its adjustment to the principles and postulates of the New International Economic Order.

II. ACTION AT THE NATIONAL LEVEL

A. FUNDAMENTALS

1. Structural changes

13. The issue of inequality and discrimination, as it affects the vast majority of the women of the world and as it manifests itself in the permanency of age-old prejudices and women's low educational level, is closely linked with the problem of under-development, which is mainly the result of unsuitable internal structures and a profoundly unjust world economic system.

14. The problems which hinder the participation of women in the economic, political, social and cultural life of their countries are closely linked with the general state of under-development. It is therefore fundamental to effect, on the one hand, the necessary changes in socio-economic structures and, along with them, specific actions that tend to change the Latin American woman's situation so that she is an initiating and active agent in changing the existing structure and a determining factor in achieving full equality of the human couple. Particular attention must be paid to women in rural areas, as it is well known that the region is characterized by the uneven development of the city and the countryside, to the detriment of the latter. This implies that the situation of women in rural areas is worse; they suffer not only from isolation, but also from lack of education, employment and other evils which cause them to migrate to the cities in search of work, with the corresponding sequel of prostitution, begging and growth of slum areas.

15. There is therefore a pressing need to implement strategies to eradicate the evils which affect women in rural areas.

16. Action proposals:

(a) To governments

- (1) To implement the necessary profound changes which will make possible the solution of the problems facing women in the political, economic, social and cultural fields.
- (2) To affect economic, political and social structure changes in Latin America, by promoting Latin American unity and strongly defending the sovereignty of States, their natural resources and all their economic, political and social activities.
- (3) To support all multinational enterprises, regional producers and similar bodies which offer possibilities for an increase of national workers in the work force, under optimal conditions, in order to contribute to eliminating the structural deformation of Latin American economies and their foreign dependency.
- (4) To back SELA and its Action Committees as well as all Latin American co-operation bodies, as a genuine expression of the development of collaboration and unity among the countries of the region.
- (5) To formulate and implement rural and urban development programmes, particularly those which benefit women.
- (6) To formulate and implement programmes of integrated rural development which provide for structural changes, agrarian reform, employment policies, the creation of co-operative organizations of workers and small-scale industry, education, health and welfare services, price-fixing, marketing and financing and credit services.
- (7) To promote and strengthen popular participation, especially of women, at every level, including the decision-making level, particularly by means of elections.
- (8) To take steps to ensure the redistribution of resources and income to the under-privileged rural and urban groups, which will benefit the majority of the population.

(b) To women

To participate actively in implementing all the actions proposed, at all levels, using and/or creating the appropriate means and mechanisms to do so.

2. Legislative measures

17. It is evident that legislation, in so far as it effects women, impedes their integration into development; while it is true that legislative measures are not in themselves sufficient to ensure women's equality, the elimination of all discriminatory criteria opens the way to equality.

18. The **de facto** discrimination that exists in all our countries has its basis and effectiveness in **de jure** discrimination and it is urgent to take measures of a legal nature that ensure the legal equality of the sexes.

19. Action proposals:

To governments

- (1) To revise existing legislation in order to eliminate those aspects that affect the legal and social status of women and prevent their full integration into society.
- (2) To adopt legislative measures that ensure women's full legal equality with men.
- (3) To eliminate discrimination against women because of race, religion, national origin, civil status or any other reason, through the adoption of legislative or any other measures.
- (4) To adopt legislative and administrative measures that ensure women's full political, cultural, economic and social participation.
- (5) To ratify the international agreements and treaties on women's status and put them into practice.
- (6) To revise the relevant international instruments in order to eliminate outdated standards and seek to update them.

3. Administrative machinery

20. The World Plan of Action and the Caracas and Buenos Aires Seminars recognized the need for interdisciplinary, multisectoral machinery at the national, regional and interregional levels for the formulation and implementation of policies and proposals aimed to secure the objectives of equality and integration for women.

21. Action proposals:

- (1) Governments, in accordance with their own administrative systems of work, should immediately establish and strengthen machinery with adequate staff and budgets for the purpose of accelerating the achievement of the objectives of the global, regional and national plans within the Decade for Women.

- (2) The functions of the machinery established by governments should include the following:
- (i) To recognize and affirm the dignity of women as human beings, constantly taking into account their status as productive citizens and consumers;
 - (ii) To increase the qualitative and quantitative participation of women in development programmes;
 - (iii) To conduct research to determine objectively the real position of women and the factors that negatively influence this position, as the necessary base for diagnosing, formulating policies and drafting proposals aimed at fully incorporating women into the process of integral development;
 - (iv) To consider and promote policies, action and programmes aimed at integrating women fully into the economic, political and social development process;
 - (v) To combat the persistence of current attitudes on the traditional functions assigned to the sexes through changes in the educational systems and traditional cultural patterns;
 - (vi) To combat the factors which cause the marginalization of women from economic, political and social development and to act as a communication channel to ensure that the points of view of women are recognized and reflected in government policies;
 - (vii) To participate in co-ordinating inter-institutional action in programmes and plans that seek and foresee the incorporation of women into development and in the supervision, control and evaluation of their implementation;
 - (viii) To devise and propose the necessary measures for the establishment of programmes and action to secure for women equality of rights, opportunities and access to work, education, specialization, professional and technical training, equal pay for equal work, assistance, pensions and social security;
 - (ix) To struggle to eradicate from the mass media stereotypes and taboos and the image of women as an object.
 - (x) To inform and advise women on the rights offered to them both by national legislations and by international agreements and conventions;

- (xi) To revise the legislation existing in countries and to propose the necessary changes to eliminate all the norms which discriminate against women;
 - (xii) To urge governments to implement the international conventions and to revise and modify the laws which contradict these conventions;
 - (xiii) To widely disseminate the obligation of the human couple to share family responsibilities and the right and obligation to participate in and share the efforts, actions and responsibilities of social, political and economic development.
- (3) It is considered that the minimum functional structure should include *inter alia*, the following spheres: (i) participation in the formulation of national plans, policies and programmes, co-ordination and promotion; (ii) research and diagnosis; (iii) programming and evaluation; (iv) documentation and information; (v) public relations and publicity; (vi) guidance and advisory services; (vii) relations with regional and international bodies.
- (4) For its operation, the following bodies should be set up:
- (i) A general co-ordination body responsible for planning, directing and co-ordinating the directives and policies of the mechanisms, in accordance with the national development plans;
 - (ii) An executive body responsible for supervising and controlling the implementation of the policies and plans approved by the competent bodies.
- (5) Sectors such as the following could be represented in the organization: (i) ministries and government bodies; (ii) public and private bodies; (iii) women's organizations; (iv) co-operatives; (v) voluntary organizations; (vi) rural women; (vii) housewives; (viii) ethnic and religious groups; (ix) employers, workers, trade unions and other organizations; (x) well-known persons with specialized knowledge; (xi) student organizations.
- (6) Specialists in the field chosen in consultation with the relevant organizations should participate in the organization and operations of these bodies; they would interpret and protect the rights and interests of women and could influence the planning of policies which respect and enforce the principles of the United Nations Charter, the Universal Declaration of Human Rights, and in particular the Declaration on the elimination of discrimination against women.

B. MEASURES FOR THE INCORPORATION OF WOMEN IN ACTIVE ECONOMIC, POLITICAL, SOCIAL AND CULTURAL LIFE

1. Employment

22. In the majority of Latin American countries it may be observed that a very low percentage of women is incorporated in the labour force. Most of them carry out unskilled work. The higher rate of female economic activity shows a distortion as regards both sectoral occupation and age. It is concentrated in the service sector, especially domestic work, including unpaid family workers. Women are frequently the object of discrimination and exploitation as regards pay, working conditions and hiring practices. In general there are real limitations on the incorporation and retention of women in work, and this hinders their participation in the political, economic and social life of their countries.

According to current data, the female work force is concentrated in the cities and primarily in the large capitals, where the greatest quantity of services and jobs traditionally attributed to women are grouped together, and yet where they do not have the social and educational facilities to enable the great majority of them to remain employed. Against the background of the chronic unemployment and under-employment affecting the region, this further worsens the position of women.

23. Action proposals:

(a) To governments

- (1) To adopt legislative measures and formulate the employment policies necessary to ensure equality of opportunity and treatment of women workers in both the public and private sectors, including equal pay for work of equal value and equality in promotions, working conditions and social benefits.
- (2) To formulate and execute government planning policies that provide for the effective integration of women in rural development, with a view to reducing their migration to urban areas which only worsens the problem of "marginality".
- (3) To draw up government development plans that include training and vocational education courses for women in urban and rural areas in order to prepare them to participate more effectively in the national labour force and contribute to the development of their communities.
- (4) To promulgate measures which prohibit the employment of minors and regulate the employment of adolescents, while

providing these groups with easy access to education and training, as well as professional and technical preparation.

- (5) To promulgate and implement labour legislation recognizing the employment status of domestic workers and providing them with the same rights to work benefits and social security as accorded to other paid workers, including the right to organize trade unions and guaranteed minimum wages.
 - (6) To recognize, support and promote the right of workers to organize representative trade unions and associations which strive for equal opportunities and working conditions for all workers, including women, in the public, private, domestic and rural sectors, so that the benefits of trade unionism and collective bargaining may be known and enjoyed by more women workers, thus improving their economic status.
 - (7) To review national labour legislation, eliminating so-called "protective laws" that tend to cause discrimination against women by excluding them from certain jobs, and to pass new laws which prohibit discrimination against women and minority groups.
 - (8) To ratify and implement ILO Conventions, especially Conventions Nos 100 and 111 which deal with equal pay for work of equal value and discrimination against women workers, and to request the ILO to revise its other conventions in order to eliminate from them the protective provisions that discriminate against women.
 - (9) To undertake an immediate study and review of job evaluation systems in co-operation with CEPAL, ILO (PREALC) and other competent bodies in order to promote equality of remuneration and upgrade the employment sectors where women tend to be concentrated.
 - (10) To take measures to establish mechanisms for controlling and eradicating the practice of sexual coercion of women as a condition of employment and promotion.
- (b) **To governments and other concerned bodies**
- (1) To actively promote, through governments, employers, trade unions and other organizations, the effective access of women to employment, particularly in the non-traditional and better-paid sectors from which they have been traditionally excluded.
 - (2) To guarantee for women through governments, employers and trade unions, under equal conditions with men, the full enjoyment of social security, pension, insurance and any other

benefits which may be included in national labour legislation, labour-management agreements or collective contracts.

- (3) For all governments, employers and trade unions to adopt measures to provide for flexible work schedules and part-time employment opportunities in those sectors where this is feasible, ensuring that part-time workers are covered by social security, pension and other benefits, thus encouraging the increased integration of women into the labour force and making it possible for them to contribute better to overall national development.
- (4) For governments, employers and trade unions to adopt and actively support legislative measures which guarantee the rights of pregnant workers to paid leaves of absence before and after delivery without the loss of job, promotion, pension, seniority or other rights, and to provide facilities for the working mother to nurse her child.
- (5) In line with overall development plans, for governments and involved organizations to promote the increased participation of women in agricultural co-operative activities, thus contributing to the more effective integration of women in food production, higher community earnings, stronger self-help programmes and improved standards of living.
- (6) That governments and involved organizations should make provisions in designing development plans, for programmes to train women in the techniques of the production, processing and marketing of rural products.
- (7) To create employment and develop rural areas which are losing population and provide jobs for women, particularly young women who tend to migrate, in order to encourage them to remain in their place of origin.
- (8) For labour organizations to adopt policies to increase the participation of women in their activities at all levels, including leadership positions; to recognize the special needs of women members by incorporating these needs in collective agreements, and to carry out organizing campaigns in sectors where women workers are concentrated in order to improve the economic status of women workers and contribute to national development.
- (9) For trade unions to promote the creation and strengthening of women's sections to contribute with their specialized work to greater participation by women in all aspects of labour.

2. Education

24. Education is an essential factor in the economic and social development of peoples and a basic right of men and women as social beings; to receive it is therefore a principle of equity and justice which cannot be foregone without violating a universal standard.

25. Women represent a high percentage (between 60 and 80 per cent) of the total illiterate population. Even in the countries considered to be of a higher cultural level, the percentage of women with secondary, special and higher education is very low.

26. There is also discrimination in the nature and content of the education provided and in the options offered to girls, which tend to restrict them to stereotyped roles and occupations.

27. The impossibility of access to education by majority groups of the population, particularly women, has led the latter to turn to the traditional sectors of the economy, basically domestic services, trade, artisanal activities and agricultural work.

28. There is also the special problem of young people leaving school for economic reasons, because of their need to go to work to contribute to the family income, because of pregnancy, or other factors.

29. Action proposals:

- (1) To conceive and programme formal and informal education as an integral part of a national development strategy suitable for accelerating the integration of women in development and promoting social equality and their self-fulfilment.
- (2) To adopt an education policy which provides equality of opportunity for men and women in both rural and urban areas, regardless of race, colour, creed and religion, thus making education accessible for all members of society.
- (3) To revise and update legislation on education with the precise objective of making it more accessible to the general population and especially to children and young people, and to provide the means to ensure its application.
- (4) To create new programmes and strengthen those already in existence to eliminate illiteracy, establishing a fixed time for its elimination, and also to devise post-literacy programmes which prevent the loss of literacy through lack of use. To determine the causes which produce a higher rate of illiteracy among the female population, and take the necessary steps to eradicate them.

- (5) To establish free and compulsory primary education and free secondary education, ensuring attendance through suitable means with the support of social organizations, and making an effort to provide children and young persons with all the resources of education: textbooks, transportation, food, etc.
- (6) To establish coeducation at all levels as a means of obtaining better education and suitable relationships between the two sexes.
- (7) To reorient the function of schools so that they become multiple-training centres and nuclei for social development, by linking the content of programmes and teaching methods with productive activities which already exist or which should be carried out for development, as well as health, nutrition and other programmes.
- (8) To increase women's incorporation into high school, pre-university, university and post-graduate education through national scholarship plans and educational loans and by using the scholarship programmes offered by countries inside or outside the area, as well as programmes for bilateral and multilateral technical assistance and those offered by international organizations.
- (9) To foster a suitable relationship between the demand for human resources posed by the country's development and the supply provided by the educational system in terms of the country's resources, establishing effective educational and vocational guidance services and eliminating the taboos that limit women's entry into technical careers.
- (10) To adopt concrete measures for women to be drawn to, enter, become established in, and re-enter the various levels of education by providing them with facilities such as study by audio-visual systems, the extension of non-academic and irregular education, open education, correspondence courses, supervised studies and other forms of training.
- (11) To establish education programmes aimed at training the women of rural and indigenous areas and of the marginal urban zones, so as to furnish them with meaningful apprenticeship for meeting the priority needs recognized by the community.
- (12) To carry out a reform of the educational system designed to:
(i) preserve national cultural values by promoting historical research and protecting ethnic groups by providing them with education in their own languages; and (ii) revalue in texts and

other educational material the role which women can and should play, with a view to eliminating the distorted image of them generally offered by the prevailing cultural patterns.

- (13) To include in school programmes suitable courses on family life, administrative, agricultural and industrial topics and methods, and topics related to various professions which facilitate the incorporation of women into urban and rural working life in skilled positions.
- (14) To set up orientation programmes to raise the level of awareness of parents and teachers about the need for women to participate fully in and complete all levels of education.
- (15) To organize permanent education programmes with a view to raising the educational levels.
- (16) To establish broad plans of scholarships, educational credits, grants and other measures which guarantee the education and training of young people who for various reasons have limited access to educational centres.
- (17) Day care and similar facilities should be provided for women and girls who have responsibility for the care of children, to allow them to continue their studies.
- (18) To revise, discuss and edit school texts and teaching materials used in school education programmes in order to eliminate from them the traditional stereotypes of men and women, this revision, discussion and editing being carried out in each country by groups of interdisciplinarian technical specialists, taking national interests into account and avoiding cultural penetration.
- (19) To promote pre-school education as a means of achieving a more complete education, since it enables the student to develop integrally both as an individual and as a social being. This pre-school education should be directed by education ministries or by the institutions which each country considers to be the most practical and viable for the implementation of these programmes.
- (20) To produce, in each country of the region, audiovisual and other educational materials that permit and facilitate development of the concept of equality between men and women and that can be reproduced and used by the respective educational system.
- (21) To create awareness of and attend to the educational needs and special problems that women and young people with physical and mental handicaps confront.

- (22) To develop specific educational programmes that permit young people who have not finished their studies because of early pregnancies and other causes to be trained for participation and integration in development.
- (23) To see that the scholarship plans drawn up by international agencies for the region are oriented toward offering educational opportunities in priority areas determined by the governments, and that they are aimed at women as well as men.
- (24) In recognition of the contribution being made by those students who legitimately have to lose school hours in the interest of the family economy and consequently the national economy, governments should develop programmes that help those students enter, remain and advance within the formal educational system.

3. Health

30. According to CEPAL and United Nations studies the health problem in the region is alarming. Low life expectancy, high mortality rates and the region's critical public health situation highlight the differences which exist between the health and living conditions of the Latin American countries and those of the developed countries of the world. This is all the more worrying if one bears in mind the great differences which exist in this field among the different countries of the region and among the different social groups and regions within each country.

31. Suffice it to say that, according to CEPAL figures, 1 000 000 children under the age of five died between 1965-1970, whereas if the mortality rates of the developed countries had existed this figure would have dropped to 300 000. The hospital bed situation is likewise critical: most countries have no more than 2.5 beds per 1 000 inhabitants. There is a similar shortage of doctors, to the point that in one country of the region, for example, there was only one doctor for every 13 264 inhabitants in 1972.

32. Most of the population live in unhealthy conditions, undernourished, ignorant of the elementary standards of hygiene, and without access to health resources, because of the unjust distribution of wealth.

33. Because of the special care they need during pregnancy, childbirth and lactation, women, together with children, are worst affected by the situation. There is also the problem of the increasing cost of medicines and the monopolistic control exercised over them by transnational enterprises as well as the shortage of available and suitable medical resources.

34. Action proposals for governments and their competent bodies:

- (1) To make the population aware of its right to health, through the mass communication media and other means.
- (2) To provide free access to health services, to cover all the needs of the population in the different countries of Latin America.
- (3) To broaden the medical and paramedical infrastructure and services to achieve full and suitable medical coverage for the entire population.
- (4) To ensure sufficient investment in public health programmes, particularly in rural zones and marginal urban areas, which benefit the entire population without discrimination on any ground.
- (5) To formulate programmes to reduce mortality among mothers and babies by improving nutrition, hygiene and health services for mothers and children and by educating parents.
- (6) To review public health programmes periodically and adjust them to the needs of the population.
- (7) To develop special plans for mother and child health within the framework of overall and community medical services by providing prenatal, postnatal and childbirth services and gynecological services.
- (8) Likewise to develop programmes aimed at providing special services for adolescent girls and for women past child-bearing age.
- (9) To guarantee free access to medicines through public health institutions and to adopt measures to avoid, by all possible means, the negative effect on the price and distribution of medicines stemming from the control of production and distribution by the transnational corporations.
- (10) To exercise effective control over medicines whose improper use represents a health hazard, and over those which are harmful to health.
- (11) To establish priority national food and nutrition policies which ensure rational consumption by the population groups most vulnerable from the social and biological standpoints (such as pregnant women, babies, children, adolescents, old people, etc.).
- (12) To encourage breast feeding during the early months of the life of the child as the natural basic feeding, as well as the consumption of natural foods, because of the benefit this represents for the child's physical and mental health and

future development, taking into account the nutritional needs of the mother who suckles her child. In addition, to put an end to all propaganda aimed at encouraging nutritional practices based on artificial feeding, to the detriment of breast feeding.

- (13) That governments be urged to prepare the necessary statistical data on the state of health and sanitary facilities of the country and to set minimum health care levels according to internationally defined health standards.

4. The family

35. The family is the nucleus which generates and transmits the values, norms and attitudes which orient the individual and collective conduct of the members of a society. As the mediating institution between the individual and the social group it is particularly important as regards the situation of women and the possibility of broadening their social participation and eliminating the factors of the discrimination against them.

36. The family in most cases inculcates and promotes among its members activities and vocations which are based more on sex than on their possibilities and aptitudes as human beings. This situation not only affects women's opportunities of individual development but also directly influences other problems of development which have become priority matters.

37. The division of work established on the basis of sex, supported by tradition and customs under the pretext of biological determinism, assigns to the man the role of supporting the home and relegates the woman to a secondary and passive role limited to the narrow confines of the home, with the sole basic purpose of matrimony and child-bearing.

38. The changes in the structure and functions of the family as a consequence of the urbanization and industrialization process and its instability in relation to internal migration are not detected in most cases.

39. In the majority of cases, tradition and custom assign to the woman of the family a greater responsibility in affective and formative roles in relation to the children, limiting man's role in the fulfillment of such responsibilities.

40. One of the fundamental limitations on the access of women to work, education, management responsibilities and possibilities of development is the excessive work load imposed on them by the domestic tasks which are wrongly viewed as the exclusive occupation of women, and this has an enormous influence on the millions of women incorporated into

production and services, who, on top of their working day, have the added burden of all the domestic chores.

41. In many cases, the early age at which women contract marriage and begin productive life, together with the scarce opportunities offered to them to share the responsibilities arising from the family functions which are socially assigned to them, constitute a series of limitations on broadening their education and acquiring sufficient elements for their development.

42. The right of the two spouses to decide together on the number of children is not always exercised because of inadequate information and the lack of adequate medical resources and attention; moreover, in many cases, there is a conception of the matter which excludes the woman from these fundamental decisions on the basis of the ancient tradition that they should be taken by the man alone.

43. As regards the promotion of the family, there is a need both to improve the situation of women within stable unions and to attend to the needs of those who do not form part of a family, have left the family, or are themselves heads of families.

44. There is therefore a need for a reevaluation of the role of the Latin American woman in society and in the family so as to help her to secure the active place due to her and to participate in the transformation of the socio-economic structures which have subjected and marginalized her.

45. **Action proposals:**

- (1) To promote the equality of rights, opportunities and responsibilities of both sexes within the family and to ensure that the man participates in and shares family responsibilities in a more active and conscious manner.
- (2) To eliminate the factors relating to the cultural attitudes and elements which hinder the development of women, projecting in positive terms how important it is, for the healthy development of children, individuals, the family and society, that women should assume the functions which truly correspond to them. To create conditions which favour the balanced development of the child as an individual and social being.
- (3) To protect through adequate laws and policies the rights of women in the family, whether the latter be the result of matrimony or of common law marriage.
- (4) The laws on marriage should: (i) be brought in line with the international norms relating to human and civil rights; (ii) ensure that both spouses have full legal capacity on a basis of

- absolute equality; and (iii) ensure equal rights for the spouses at the time of entry into and at the dissolution of marriage.
- (5) To provide family guidance with a view to strengthening the family as the most important nucleus of society, and recognize its rights as regards its constitution and protection.
 - (6) To provide information on family legislation, with special emphasis on women heads of families, whose situation is not sufficiently clearly defined, in order to contribute to the strengthening and welfare of the family nucleus and the improvement of the situation of children born out of wedlock.
 - (7) To respect the right of the individual and the couple to receive information and decide, freely and responsibly, on the number and spacing of their children. Each country, within the framework of its population policies, shall decide on the legal machinery to enable information to be disseminated on this subject.
 - (8) To include in all school study plans at the appropriate levels, and in non-school educational plans, family education programmes including sexual education and psychosexual development in order to prepare young people of both sexes for responsible marriage and child-bearing and to eliminate cultural patterns and customs which encourage and perpetuate ideas of superiority or inferiority based on sex.
 - (9) To provide unmarried mothers with full legal and social status in their capacity as parents and grant them the corresponding legal and social protection.
 - (10) To ensure that children born out of wedlock have the same rights and obligations as children born within wedlock.
 - (11) To implement a policy for the creation of clinics and hostels which provide the necessary protection for mothers, whatever their marital status, before and after giving birth.
 - (12) To establish in national legislation the principle of shared parental authority as well as shared legal custody of their children.
 - (13) To establish forms of conjugal partnership which provide for equal rights and duties between the spouses and the shared management of the partnership.
 - (14) To promote the use of the mass media, and especially radio and television, to strengthen the unity and stability of the family, guaranteeing that programming complements national plans of study and avoids the praise of violence, criminal conduct and other antisocial attitudes.

- (15) To establish in national legislation measures to compel fathers to provide for the children's maintenance.

5. Social services and other facilities for the incorporation and permanency of women in work

(a) Child care

46. The integral education of children should be an essential goal for all societies. The institutions created for the purpose of the education and care of children make an important contribution to securing this objective and also guarantee the working woman adequate care for her children during the working day.

47. It is also important to create conditions which provide the working woman with care for her children at the other levels of education, especially during the recess periods of teaching activity.

48. Irrespective of the particular characteristics of each country of the region, it is a global reality that the working woman, who is both mother and housewife, has an excessive burden of activities as she is usually responsible not only for the care of the children but also for the home chores and sick family members.

49. There is therefore an urgent need to take decisions to establish installations devoted to the care of the children of working women. This would reduce the rate of women leaving work and increase the number entering employment, as employers would have no justification for refusing female labour on the grounds of instability, as they now tend to do.

50. Action proposals:

- (1) That governments, employers and trade unions adopt measures for the establishment of quality child care centres, ensuring the integral education of children and making it easier for women to embark on work and study.
- (2) That governments direct the appropriate national bodies to establish school lunch programmes and improve the facilities already in existence.
- (3) That governments and other appropriate bodies extend and strengthen scholarship programmes, giving priority in them to the dependent children of mothers who are heads of families, go out to work, or have low incomes.
- (4) That governments and other appropriate bodies establish and promote, both in the urban and the rural sectors, programmes which assure children quality care and recreation either on a

daily basis or during vacations and holidays, either free of charge or on such terms that children of low-income families may have access.

(b) **Social services**

51. According to CEPAL, UNESCO, ILO and FAO figures, in the fields of education, housing, health and the cost of living the standard of living has not improved during the period 1959-1975, and has even deteriorated in many cases. Despite the differences between countries, some of which have in recent years taken steps to introduce measures promoting the creation of social services, the situation of the region continues to give cause for concern.

52. **Action proposals:**

- (1) That governments encourage the establishment of institutions to carry out research and promote the creation of social services aimed at looking after the welfare of children, such as child care services, public health programmes, infants' institutions and boarding and semi-boarding schools, and other services such as workers' canteens and centres for the care of the elderly and the physically and mentally handicapped, all of which facilitate the incorporation of women into work.
- (2) That governments encourage the development of community-based social services, such as laundry, food and domestic services, allocating part of the national budget to these programmes and promoting self-help programmes in these areas.
- (3) That governments and other institutions pay particular attention to the needs of elderly women, who generally receive less assistance than elderly men, even though they are in the majority in the over-fifty age group and are more often indigent and in need of special care.
- (4) To prepare draft laws and provisions to guarantee social security, especially for women, and to ensure the observance of those laws already in existence.

6. Housing

53. The housing deficit in Latin America is calculated at 20 million units. According to CEPAL (1975), the housing deficit is of such magnitude that not only is an immediate solution problematical, if not impossible, but the same is true of the prospects of solution within a reasonable period of time.

54. It is clear that women, as the members of the family who spend most time in the home, are faced with a critical situation which, although it can be alleviated with remedial measures, can only be finally solved through a profound change in the socio-economic structure.

55. The improvement of the availability of housing requires a combination of suitable economic and social policies aimed at the production and renovation of houses for low-income groups. This should be combined with an increase in government services providing water and electricity supply, transportation, sewage services and road systems. Women should be included in the planning of new settlements and housing projects so that decisions on these matters can benefit from their experience as the persons who must use the home as a base of operations.

56. Programmes should facilitate self-help efforts to meet housing needs, especially in the case of women who are heads of households, and women should participate in the organization and execution of such efforts.

57. **Action proposals:**

(a) **To governments**

- (1) To take the necessary measures to guarantee the right of citizens to housing.
- (2) To plan and finance the design of human settlements, both urban and rural, and urban housing complexes, taking into account the needs of the entire population and women's full participation in this process as the basic users of the houses.
- (3) To initiate changes in the agrarian structure and the consequent programme of human settlements as an essential element for improving living conditions, modifying population trends, eradicating marginality and diminishing the exodus towards the towns.
- (4) To rationally programme urban and rural settlements, including in their construction installations designed for collective use such as schools, health centres, nurseries, laundries, shops and recreational areas, and to facilitate the supply of resources and services that the homes cannot themselves provide.
- (5) To promote self-help housing programmes and facilitate women's participation in them, especially in the case of those who are heads of households, in order to cover their housing needs.
- (6) To eradicate unsanitary neighbourhoods and replace them by new human settlements with adequate urbanistic characteristics.

(b) **To governments and other organizations**

- (1) To pay special attention in housing design to the needs of the family. The use of the following should be encouraged: (i) construction materials which require minimum maintenance, (ii) equipment and utensils which do not represent a danger to users, (iii) all that makes the construction and use of housing more economical and functional, and (iv) the use of local raw materials in house construction and encouragement of the use of those raw materials in housing plans.
- (2) To organize orientation and training courses which help the family to make rational use of housing. To encourage the formation of community associations or groups which ensure that the norms of community living are respected and encourage the solidarity and participation of all the families of the community in their own self-improvement and mutual aid.
- (3) To promote programmes designed to facilitate home ownership for women, especially those who are heads of households, by giving them access to credit and insurance and granting them loans at low interest rates.

7. Political participation

58. Although in Latin America women currently form about half the electorate, only 3 per cent of them are members of legislative bodies and an even smaller proportion are members of executive bodies.

59. As a result, women do not participate in decision-making, their opinions are neglected and their needs are not taken into account in the planning of development.

60. Efforts must be made so that in practice women have the same rights and opportunities as men to vote and participate in public and political life at the national, local and community level with an understanding of their responsibilities as citizens and the guaranteeing of their rights, so that they may participate in the solution of the problems which affect society and those which affect them directly as women. This means that measures must be taken to promote female participation in political activities and in the organs of power.

61. Action proposals:

- (1) To support and promote the participation of women in political activities on an equal footing with men.
- (2) To create awareness among women of the importance of their participation in political activity at all levels.

- (3) To encourage women to run for public and elective office.
- (4) To establish norms aimed at organizing adequate publicity, with the help of the mass media, in order to awaken among men and women a greater interest in the political participation of women, both nationally and internationally, and also greater female participation in electoral processes and in political management in general.
- (5) To apply the necessary measures in rural and urban areas to enable women to have opportunities for political, cultural and technical training and access to courses for administrative levels where they will have real possibilities of promotion.
- (6) To periodically review the number and occupational status of women employed at different levels of the State apparatus and the private sector so as to determine their participation and seek the corresponding equilibrium through the adoption of measures to remedy existing injustices.
- (7) To demand women's representation on all commissions, boards, and corporations in regional and international organizations, as well as greater participation in the delegations designated by governments for international and regional conferences and forums.
- (8) To demand and keep watch over compliance with the resolutions of the United Nations General Assembly that provide for a greater participation of women in the Secretariat, in all bodies and agencies of the system and at different levels, but especially the top levels, and to seek their equitable and adequate participation.
- (9) To call also upon all the other international and regional organizations to accord women the same opportunities as men in the nomination for and assumption of posts at all levels according to their capacity.

8. Other social questions

62. The prevailing economic and social situation is largely responsible for the continued existence of problems such as prostitution, delinquency, the illegal traffic of people, rape, illicit drug traffic, drug addiction and other forms of crime and antisocial conduct.

63. Prostitution is one of the most serious problems which persists in most of the countries of the continent, essentially because for many women it is the only means of subsistence.

64. Moreover, attention must be paid to the situation of women prisoners, ensuring respect for their human dignity and carrying out efforts for their effective rehabilitation.

65. It is therefore necessary to take these problems into consideration in order to make the efforts required to secure the reincorporation of these women into the societies of their countries.

66. **Action proposals:**

(a) **The struggle against prostitution and the illicit traffic in persons**

- (1) To take legislative and other steps to eradicate prostitution and the illicit traffic in people.
- (2) To take appropriate legal measures to punish those who live off prostitutes, such as pimps, and eliminate the illicit traffic in people.
- (3) To create sufficient incentives and the necessary conditions (education, infrastructure, employment opportunities, etc.) for rural women to remain in their milieu, thus avoiding migration from the country to the towns.
- (4) To adopt the necessary measures to create rehabilitation and orientation centres for women where they are re-educated and guided as to their true role in society, providing them with adequate facilities in the rehabilitation process and ensuring them employment opportunities.
- (5) To promulgate laws which prohibit and punish the prostitution of minors, to revise existing legislation, and to see that it is strictly observed, ensuring that it provides for rehabilitation and re-education through special institutions for minors.
- (6) To carry out broad campaigns to make the populace aware of the myriad dangers engendered by prostitution.

(b) **Protection of female prisoners**

- (1) To review penal legislation in order to eliminate all inhuman and discriminatory treatment of women.
- (2) To provide pregnant women prisoners with the special attention maternity requires, and implement systems of imprisonment which enable them to give their children the necessary care so that the normal development of their personalities is not affected.
- (3) To provide for the proper care and supervision of the dependent children of women prisoners.

- (4) To establish systems of imprisonment with separation of the sexes which ensure full respect for the dignity of both women and men, as well as their effective rehabilitation.
- (5) To prevent rape or any other sexual abuse which violates the physical and mental integrity and the dignity of women prisoners, and censure corruption and take measures to protect all women and children against all physical abuse in penal establishments and reeducation centres.
- (6) To ensure respect of the human rights and physical integrity of women deprived of their freedom for any reason, and ensure the protection of all persons against torture and other cruel, inhuman or degrading treatment, in accordance with the principles of the Universal Declaration of Human Rights.

(c) Drug and narcotics addiction

- (1) To encourage the establishment of centres for the guidance and social integration of young people, with a view to the prevention of drug addiction among children and youths, and carry out rehabilitation and adaptation programmes for those suffering from such social illnesses.
- (2) To review national legislation in order to combat and eliminate the improper use of narcotics and enervating drugs, and impose severe sanctions on persons who induce others, particularly minors, to use any kind of narcotic drugs.
- (3) To publicize widely the dangers to physical and mental health involved in the use of any narcotic or enervating drug and psychotropic substances, with a view to warning young people about the risks of drug addiction, with special emphasis on the preparation of suitable programmes in this respect.

(d) Rape and other sexual crimes

- (1) To review current legislation and procedures concerning rape and the abuse of women's dignity with a view to ensuring respect for the physical integrity and dignity of the victim, and to impose severe punishments on those guilty of such crimes. The gravity of the punishment imposed on those convicted of rape should be in keeping with the severity of the crime.
- (2) To guarantee privacy in the investigation of rape cases and other sexual crimes and those involving a woman's morality, in order to protect the victim from humiliation and shame.

(e) The physical abuse of women and children

To promulgate the penal legislation necessary to protect women and children from physical aggression, maltreatment, violent attacks,

incest and all other forms of sexual crimes and violence and to assure that the penal measures are strictly complied with.

9. Creation of national interdisciplinary and multisectoral research commissions

67. The shortcomings of most of the studies carried out in the region, resulting sometimes from an inadequate conceptual framework and in other cases from an inadequate interpretation of statistical data or limitations due to the lack of such data, make it an urgent task to co-ordinate and promote research on the status of women.

68. It is therefore essential to obtain and construct statistics on fundamental aspects in order to have a basis for carrying out comparative studies of men and women; to use indicators which permit the periodic evaluation of how the situation of women is progressing or deteriorating in the various spheres of social and economic activity in the different countries; to carry out investigations rapidly to understand the interaction of factors that influence women's conditions; and to seek the support of universities and research centres in these tasks and all those being carried out in order to provide a true picture of Latin American women today.

69. Interdisciplinary analysis, by bringing together economists, jurists, teachers, sociologists, psychologists and other social scientists in research teams, will also make possible a structural and complete view of the problems of women, thus representing a great improvement on the isolated picture obtained by analysis from the angle of only one of these disciplines.

70. The multisectoral study by interdepartmental groups of the problems which affect men and women from all walk of life will make it possible to take decisions rapidly and effectively on the basis of the situations observed, with a view to solving the problems of women.

71. Action proposals:

- (1) To create or strengthen national mechanisms so that countries research activities are carried out in an interdisciplinary and multi-sectoral manner and in co-ordination with other national and international agencies and institutions.
- (2) To study and evaluate the effect of global economic and social changes on the situation of women.
- (3) To study the real effect of legislative measures on the actual participation of women in the political, economic and social life of their countries.
- (4) To study the conditions of female employment more fully and thoroughly and to improve the criteria and mechanisms for the

collection and presentation of statistics and information in order to gain a better knowledge of the situation, importance and true participation of women in productive activities, bearing in mind that many women who are primarily engaged in domestic chores also carry out complementary activities which represent family income. Furthermore, to study the causes of the situation of women in employment in order to have more background material to overcome the obstacles which arise.

- (5) To continue research efforts, including the search for economic indicators to determine the impact of the unremunerated functions carried out by women in agriculture, in the home (in both urban and rural areas), and in voluntary organizations.
- (6) To study the effects of the prevalence and spread of indiscriminate consumption at the global level on the national economy, on economic and social development, and on the situation of women.
- (7) To study the influence of the discriminatory customs, practices, attitudes and beliefs which hinder the training and education of women and their contribution to the development process, and ways of eliminating their effects.
- (8) To promote research activities to identify discriminatory practices in education and training and to formulate the relevant recommendations with a view to ensuring educational equality.
- (9) To study fertility, fecundity and mortality rates and health and nutritional problems, especially as they relate to women and children.
- (10) To study ways of promoting the utilization and consumption of products of high nutritional value which, through tradition, ignorance or structural distortions of the economy and society, do not form part of the diet even when they exist in various areas of the region.
- (11) To study and evaluate, in the countries where family planning programmes are carried out, the impact of these programmes on women in the light of their real needs.
- (12) To carry out in-depth research on the effects on women's health of the different contraceptive methods, the indiscriminate use of which is encouraged by the publicity of the companies which produce them and by the fact that they are bought and sold without proper medical control.

- (13) To carry out research into the effects of the control exercised by transnational and national corporations over the production, marketing and the promotion of consumer goods in the different countries of the region which fosters an artificial and distorted image of the role women should play in the progress of their nation, as well as having other adverse social effects, and to promulgate laws to curb false claims by manufacturers.
- (14) To improve the registers, information and research on the processes which occur within the family, such as births, marriages, loss of parents, divorce and migrations, and to encourage research on social attitudes to child-bearing, divorce, widowhood and marriage so as to assemble useful information to contribute to the better development of the family.
- (15) To improve the criteria used for collecting statistics on women heads of families.
- (16) To study the needs for specific services for women and children in the various social groups and the need for families to help in the establishment and development of community services for solving problems relating to the care of children and domestic work.
- (17) To study the economic and social causes of the practice of prostitution, the forms of exploitation of women who practice this activity and other antisocial conduct, and also the relation between these phenomena and the urbanization processes.
- (18) To investigate the effects of the mass media on women and their image and on the social attitudes to that image, and also the ways of utilizing those media to reverse this situation and contribute to the better incorporation of women into the process of economic, political and social development of their countries.
- (19) To pinpoint those groups of women who receive less benefits from economic and social development and analyse the relationships between the various indicators regarding these groups.
- (20) To promote historical research designed to bring out the important although neglected contribution of women to national development.

III. THE DISTORTION OF THE IMAGE OF WOMEN BY THE MASS MEDIA AND BY THE PREDOMINANT CULTURAL PATTERNS IN GENERAL

72. The mass media offer great possibilities in their role of information, education, entertainment and advertising: (a) as a vehicle of social change; (b) for the dissemination of information in the fields of education and training; (c) to eliminate prejudices and stereotypes; and (d) to accelerate acceptance of the increasingly broad responsibilities of women and promote their integration into development on an equal footing with men.

73. In many cases however, the mass communication media do not comply with these objectives because in general they tend to present and reinforce a stereotyped, degrading and immoral image of women, whom they treat as sexual objects and as agents to promote indiscriminate consumption, particularly when seeking to market various types of articles.

74. The mass media should be taken to mean not only radio, television, cinema, the press, advertising, etc., but also the theatre, literature, story-telling and puppet shows and other forms of communication which in many countries are essential to reach the rural areas.

75. The mass media tend to have a harmful effect on attitudes and values relating to the role of women in society and frequently create obstacles to positive changes in patterns of behaviour by perpetuating the stereotypes and myths about women.

76. Despite the technological and scientific advances made in the area of communications, most of the countries of the region continue to be in a situation of dependence in relation to the monopolies owning the communications equipment and services.

77. Similar dependence is to be observed in the sphere of international information, since it is the transnational news agencies which set the trends in the information and publicity to which the Latin American public has access.

78. To a very considerable extent, the communications media, in general basically motivated by the economic interests of the transnational enterprises, have perpetuated the enslavement of women by showing them a reality which is alien to them and, by disguising their real identity, have contributed to keeping them restricted to the confines of the home, prevented the development of their critical consciousness and propagated the concept of their role as useful merchandise for consumption, reaching the extreme of using the female body as an element to encourage pornography as an object of consumption.

79. Illustrated magazines, films, radio and television programmes, beauty contests, etc., attempt to impose patterns whereby beauty is viewed as the weapon of the female sex, minimizing the virtues and qualities of women and underestimating their abilities and values which could be directed more effectively towards the collective effort for economic and social development.

80. It is therefore essential to recommend measures to prevent the transmission of a distorted image of women, to the detriment of their status as human beings with responsibilities and rights in society.

81. Action proposals:

(a) To governments

- (1) To promote the utilization of the mass media to disseminate educational programmes in spheres of national interest such as health, nutrition, population, employment training, legal information specifically concerning women and the family, and other questions of social importance which would contribute to ensuring that equality between men and women is not only a recognized legal principle but also a social reality.
- (2) To promote the production of films, radio and television programmes and other materials which encourage women to play a more dynamic role in society and promote their socio-cultural development and political consciousness and to create educational information centres or banks which would facilitate the attainment of these objectives.
- (3) To adopt measures to prohibit the degrading exploitation of women through the mass media as sex symbols and instruments of economic interests.
- (4) To encourage governments to oppose the promotion of beauty contests such as they exist today, since they perpetuate the image of women as a symbol of sexual gratification and commercial exploitation.
- (5) To take measures to have those responsible for the mass media project a dignified and positive image of women, eliminating the commercialized and stereotyped images of them (particularly pornographic publications), their utilization in showing sexual crimes and violence, and also all propaganda which tends to impede the changes needed to revalue the role of women. This will contribute to changes of attitudes and mentalities in both men and women which should promote women's equality, integration and full participation in society.
- (6) To guide women not to acquire products which are harmful to health and human dignity and detrimental to the family

budget, through information campaigns on family responsibility and nutrition, awareness of the risk involved in self-medication, alcoholism, and food habits which are detrimental to the health of mother and child.

- (7) To prevent the insinuation of preconceived roles for girls and boys through the influence of books, comics and television programmes and instead to encourage the publication of comics and the production of children's television programmes which support national educational programmes.
- (8) To restrict the diffusion of radio and television programmes, films, publications, messages and articles which encourage cultural archetypes contrary to the social reality or the cultural values of each people.
- (9) To organize publicity campaigns in support of community and preventive medicine.
- (10) To encourage and broaden the access of women to scholarship systems in communications and telecommunications research centres.

(b) To governments and the mass media

- (1) To utilize the mass media to bring about the elimination of sexual stereotypes in education and information activities and the projection of a positive image of women and men.
- (2) To encourage the effective utilization of the mass media to secure a change of mentality with respect to women.

(c) To the mass media

- (1) To promote greater participation by women in the activities carried out by newspapers, magazines and radio and television programmes and in the production of films and documentaries, as well as adequate representation in administrative and directive posts.
- (2) To encourage the mass media to consider their policies and practices in respect to hiring, training and promotion in order to ensure that there is no discrimination against women and that they have equal promotion opportunities in all categories of professional, technical and decision-making posts in the mass media.
- (3) To prevent the utilization of women as models in advertisements and other publicity activities which are detrimental to the norms and values of the family.

(d) To governments, the mass media and other institutions

- (1)** To utilize the mass media and the activities of social organizations to contribute to the education of the family and especially the housewife and also to keep her fully informed of employment and educational opportunities open to her and ways of taking an active part in the life of society.
- (2)** To encourage the training and participation of women as communications and telecommunications experts in national and international bodies.
- (3)** To include in the courses on journalism and communications sciences material which gives rise to discussion about the distorting effect of the mass media on the values and conduct of women in our society.

IV. ACTION AT THE INTERNATIONAL LEVEL

1. Governments

82. In order to carry into practice the preceding action proposals, Governments should commit themselves to according importance and priority to measures to improve the situation of women both as a means of achieving the objectives of social progress and development and as an end in itself.

83. The solidarity of all the women in the world, and particularly those within the region, is likewise indispensable in order to put an end to the inequality and discrimination of which they are the victims in countries of the area.

84. Non-governmental, national and international organizations and their subsidiary bodies should work jointly and individually, within their own spheres of interest, to put the proposed measures into practice.

85. Women should be equitably represented in the delegations sent by governments to the different conferences, international committees and other events, so that they may participate fully in the formulation of policies at the national and international levels.

86. Action proposals:

- (1)** To support all action aimed at producing the structural changes necessary for the full incorporation of women into economic, political and social life.
- (2)** To support the efforts and struggle of the women of the region to defend full national sovereignty.

- (3) To take the necessary measures for the implementation of resolutions 28 and 29 of the Mexico Conference, which call for the participation of women in the strengthening of international peace and security, the process of **détente**, peaceful coexistence and international co-operation, and in the struggle against colonialism, racism, racial discrimination and foreign domination.
- (4) To support the efforts of intergovernmental and non-governmental organizations whose goal is the strengthening of international peace and security, the development of friendly relations among nations and the fostering of active co-operation among States, by encouraging women, in every possible way, to participate actively in the efforts of such organizations.
- (5) To support actions aimed at effectively implementing the Declaration and Programme of Action on the Establishment of a New International Economic Order and the Charter of Economic Rights and Duties of States with a view to the radical transformation of the prevailing unjust international economic order.
- (6) To encourage technical co-operation and training and advisory services, including co-ordination with the national and regional activities of the bodies of the United Nations system.
- (7) To seek the adoption of conventions and the observance of official international declarations and to make arrangements for the submission of periodic reports and other procedures for the evaluation of the observance of those instruments and whatever others are adopted.
- (8) To encourage, by means of international meetings and seminars, the regional and international exchange of information.
- (9) To express the desirability that the parties concerned should ratify without delay the 1977 Panama Canal Treaty and the Treaty on the Permanent Neutrality and Functioning of the Panama Canal signed in Washington by the Heads of State of Panama and the United States on 7 September 1977, since these treaties are based on recognition of the sovereignty of the Republic of Panama over the entire national territory, which will help to promote the real incorporation of women into the process of development. These treaties, as noted in the Washington Declaration signed on the same date by the Heads of State and representatives of the Republics of the Americas, represent a milestone in the strengthening of the

relations between the nations of the Western Hemisphere and guarantee to all countries the continued accessibility and neutrality of the Panama Canal.

2. CEPAL

87. In addition to the measures adopted by governments to transform the situation faced by Latin American women and to promote the prompt and full integration of women in the development process on the basis of equality with men, it is necessary for CEPAL to assume an even greater role in formulating policies, developing machinery and instruments, and co-ordinating and implementing measures that permit women to participate equally with men in the political, economic and social life of the respective countries of the region as a whole.

88. Action proposals:

- (1) To convene within the framework of CEPAL, on a permanent and regular basis and at intervals of no more than three years, a United Nations Standing Regional Conference on the Integration of Women in the Development of Latin America. This conference will have the following functions:
 - (i) To determine regional and sub-regional needs for technical assistance and give support to all the United Nations bodies operating in the region in order that they can meet such needs;
 - (ii) To put forward recommendations to governments and to CEPAL itself based on studies carried out by the secretariat on the most feasible way of implementing the agreements adopted by the United Nations regional conferences;
 - (iii) To review and appraise periodically the activities of CEPAL and other United Nations agencies in compliance with the Programme for the Decade of Women, and in particular to draw up recommendations for the regional conferences on women to be held before the World Conference scheduled for 1980;
 - (iv) To periodically evaluate the accomplishment of the Regional Plan of Action.
 - (v) To provide a forum for the exchange of information which will facilitate the mutual co-ordination and support of the programmes for the integration of women into economic and social development at various levels and permit the countries in the region to share the corresponding experience;

- (2) The Presiding Officers of the Regional Conference will continue their functions until new ones are appointed and will be the link between governments and the secretariat of CEPAL in the field of women's integration in development.
- (3) The secretariat of CEPAL will act as the Permanent Secretariat of this Regional Conference and will regularly consult with its Presiding Officers.
- (4) In carrying out this function the secretariat of CEPAL will consult with the United Nations specialized agencies which have programmes on women's integration in development. For this purpose, CEPAL will regularly convene inter-agency meetings on the implementation of the programmes and mandates of the Conference.
- (5) The secretariat of CEPAL will create within CEPAL (including ILPES and CELADE and in collaboration with the United Nations Centre for Social Development and Humanitarian Affairs) a specialized interdisciplinary unit on women's integration in development with the following objectives:
 - (i) To periodically evaluate the legal, economic, political, social and cultural status of women both of rural and urban areas in the different countries of the area, in accordance with the objectives and priorities fixed in this Regional Plan of Action. This must be done through an interdisciplinary and multisectoral approach that will permit evaluation of the current situation and trends;
 - (ii) To undertake activities aimed at disseminating the action stemming from this Regional Plan of Action on the basis of the studies undertaken;
 - (iii) To advise those governments that request it on the measures to be taken to fulfil the decisions adopted by the United Nations in relation to the integration of women in development;
 - (iv) To ensure that all CEPAL's programmes reflect a concern for women's needs;
 - (v) To ensure that the recommendations of the United Nations regional conferences on questions concerning women are implemented;
 - (vi) To prepare, in consultation with the governments, projects for national, sub-regional or regional training and development programmes for women in those areas mentioned in preceding chapters of this Regional Plan of Action;

- (vii) To collaborate in regional meetings held by the United Nations specialized agencies on topics connected with economic and social development and further the actions stemming from this Regional Plan of Action;
 - (viii) To provide aid to those governments that request it, in co-ordination with governmental and intergovernmental organizations, with a view to identifying the measures necessary for drawing up policies, strategies and programmes for strengthening women's contribution to economic and social development, and to assist in formulating requests for technical and financial aid for such programmes;
 - (ix) To draw up a general review and appraisal plan for the region. This must be done immediately in order to be able to have a general plan that can be used for the 1979 biennial review.
- (6) In executing this Regional Plan of Action, within its field of competence, the CEPAL secretariat will establish forms of co-ordination and co-operation with United Nations bodies and all those regional and interregional, intergovernmental, public and private institutions that may be working on this subject.
- (7) CEPAL's sub-regional offices will act as liaison offices between the governments of the respective sub-regions and the secretariat's specialized unit on women's problems, as regards programmes of technical assistance and collaboration with the national bodies in charge of women's integration in development;
- (8) In order to implement the goals of this Plan, the Conference:
- (i) Requests the Secretary-General of the United Nations to assign additional resources to the CEPAL secretariat from the regular budget to strengthen its regular activities concerning women and to facilitate the establishment within the CEPAL secretariat of a specialized unit for the integration of women in development.
 - (ii) Requests the Voluntary Fund for the Decade of Women to give the greatest possible support to CEPAL's activities, programmes and specific projects deriving from the priorities laid down in this Regional Plan of Action in the field of the integration of women in development and consistent with the criteria established by the United Nations for disbursements from the Fund.

- (iii) Requests the Administrator of UNDP to give the greatest possible co-operation –on the national and regional level– to the provisions of the present Regional Plan of Action, supporting the specific activities, programmes and projects of the CEPAL secretariat aimed at the achievement of its goals;
- (iv) Requests the Executive Secretary of CEPAL to explore and negotiate with bodies for international co-operation, on a bilateral or multilateral basis, financial support for specific programmes connected with the fulfilment of the goals of the present Regional Plan of Action.

RESOLUTION RECOMMENDING APPROVAL OF THE REGIONAL PLAN OF ACTION FOR THE INTEGRATION OF WOMEN INTO LATIN AMERICAN ECONOMIC AND SOCIAL DEVELOPMENT AND MEASURES FOR ITS IMPLEMENTATION*

The Regional Conference on the Integration of Women into Latin American Economic and Social Development

Taking into account the need to adopt appropriate measures to change the situation facing Latin American and Caribbean women, and to facilitate their complete integration into the process of development;

Considering that the Regional Plan of Action for the Integration of Women into Development has been discussed and approved;

Aware of the mandate the Regional Plan of Action for the Integration of Women into Latin American Economic and Social Development has given CEPAL to convene under its auspices "on a permanent and regular basis at periods no longer than every three years, a Regional United Nations Conference on the Integration of Women into Latin American Development";

Recalling resolution 3520 (XXX) adopted on 15 December 1975 by the United Nations General Assembly, according to which a World Conference of all States shall be convened in 1980 to analyse and evaluate the progress made in achieving the goals set by the United Nations Decade for Women, and the 1975 World Plan of Action approved in Mexico by the World Conference of International Women's Year,

Recommends:

1. That the Executive Secretary of CEPAL should convene an Extraordinary Session of the Committee of the Whole of the Commission during 1977 to give final approval to the Regional Plan of Action for the Integration of Women into Latin American Economic and Social Development and to adopt the necessary measures to guarantee its rapid and effective implementation;
2. That the Executive Secretary of CEPAL should be kept informed of the progress made in implementing the Regional Plan of Action and should maintain contact with the Officers of the Conference and the governments of the region concerning progress toward implementing programmes in the

*Adopted at the Regional Conference on the Integration of Women into Latin American Economic and Social Development, Havana, Cuba, 13-17 July 1977.

field of women's integration into development, and that the Officers should meet from time to time as they deem advisable in order to fulfill this objective.

3. That the Executive Secretary, in consultation with the Officers of the Conference, should convene the Regional Standing Conference on the Integration of Women into Latin American Economic and Social Development in the course of 1979, as a Latin American and Caribbean regional **preparatory activity** for the World Conference to be held that same year.

4. That CEPAL should bring together a group of government experts in order to make an appraisal, prior to the World Conference, of the implementation of the Regional Plan of Action for the Integration of Women into Development and to place that appraisal before the Officers of the Regional Conference before the convening of the latter for their information, study and views.

5. That the CEPAL secretariat should **make all the arrangements needed** for the effective holding of these meetings.

