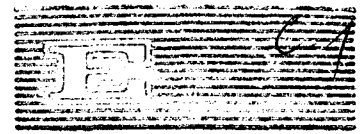


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Economic Commission for Latin America

REPORT OF THE SECOND REGIONAL CONFERENCE ON THE  
INTEGRATION OF WOMEN INTO THE ECONOMIC AND  
SOCIAL DEVELOPMENT OF LATIN AMERICA

Macuto, Venezuela, 12-16 November 1979

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I. ORGANIZATION OF WORK

1. Place and date

1. The Second Regional Conference on the Integration of Women into the Economic and Social Development of Latin America, convened by the Executive Secretary of CEPAL to appraise the implementation of the Regional Plan of Action and with a view to the forthcoming World Conference of the United Nations Decade for Women, was held in Macuto, Venezuela, from 12 to 16 November 1979.

2. Attendance

2. The Conference was attended by the following member States of the Commission: Argentina, Barbados, Brazil, Canada, Chile, Colombia, Costa Rica, Cuba, Dominica, the Dominican Republic, Ecuador, France, Grenada, Guyana, Honduras, Jamaica, Mexico, the Netherlands, Nicaragua, Panama, Peru, Spain, St. Lucia, the United Kingdom, the United States, Uruguay and Venezuela.<sup>1/</sup>

3. The West Indies Associated States attended as an associate member of the Commission. This delegation comprised representatives of Montserrat, Antigua, St. Kitts and St. Vincent.

4. The following bodies of the United Nations system were also represented at the Conference: World Conference of the United Nations Decade for Women, United Nations Centre for Social Development and Humanitarian Affairs, Voluntary Fund for the United Nations Decade for Women and International Research and Training Institute for the Advancement of Women, Special Rapporteur on the impact of the mass communication media, Economic and Social Commission for Asia and the Pacific (ESCAP), United Nations Industrial Development Organization (UNIDO), United Nations High Commission for Refugees (UNHCR), United Nations Children's Fund (UNICEF), World Bank, World Food Programme (WFP), United Nations Development Programme (UNDP), International Labour Organisation (ILO), United Nations Food and Agriculture Organization (FAO), United Nations Educational, Scientific and Cultural Organization (UNESCO), Pan-American Health Organization (PAHO), Latin American Demographic

<sup>1/</sup> The full list of participants was distributed in the course of the meeting.

Centre (CELADE) and the Latin American Institute for Economic and Social Planning (ILPES).

5. Representatives of the following intergovernmental organizations attended the Conference: Inter-American Development Bank (IDB), Caribbean Community (CARICOM), Inter-American Institute of Agricultural Sciences (IICA), Inter-American Commission of Women (ICW) and Latin American Economic System (SELA).

6. The following non-governmental organizations also attended the Conference: World Confederation of Labour (WCL), International Council of Women (ICW), Women's International Democratic Federation (WIDF), International Federation of Business and Professional Women (IFBPW), International Planned Parenthood Federation (IPPF), World Federation of Democratic Youth (WFDY), World Federation of Trade Unions (WFTU), Baha'i International Community, International Federation of Women Lawyers, International Federation of University Women (IFUW), International Social Service (ISS), World Union of Catholic Women's Organizations (WUCWO), Permanent Congress of Trade-Union Unity of Latin American Workers (CPUSTAL), Latin American Confederation of Workers (CLAT), Latin American Council of Catholic Women, National Women's Council of Colombia, National Women's Council of Venezuela, Catholic Action Women's Union.

### 3. Election of Officers

7. At the first plenary meeting the following Officers were elected in accordance with the decision adopted at the preceding meeting of Heads of Delegation:

Chairwoman:	Mercedes Pulido de Briceño	(Venezuela)
Vice-Chairwomen:	María Lourdes C.S. de Vicenzi	(Brazil)
	Ana Sixta de Cuadros	(Colombia)
	Vilma Espín de Castro	(Cuba)
	Carmen McGregor	(Jamaica)
	Carmen Moreno del Cueto	(Mexico)
	Raquel Macedo de Sheppard	(Uruguay)
Rapporteur:	Marina Volio de Trejos	(Costa Rica)

8. It was agreed to follow the procedure laid down in paragraph 88(2) of the Regional Plan of Action for the Integration of Women into Latin American Economic and Social Development, adopted at the eleventh extraordinary session of the Committee of the Whole of the Economic Commission for Latin America (21 November 1977) which states that: "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". So as to carry out these functions it was established that the quorum of the Presiding Officers would consist of four countries, while the member countries would take turns to host the meetings of the Presiding Officers to be held during the next session.

4. Agenda

9. At its first plenary meeting the Conference adopted the following agenda:

1. Election of Officers.
2. Adoption of the agenda (E/CEPAL/CRM.2/L.1).
3. Report of the Chairwomen of the Presiding Officers of the Regional Conference on activities between the First and Second Regional Conference on the Integration of Women into the Economic and Social Development of Latin America.
4. Appraisal of the implementation of the Regional Plan of Action since the holding of the First Regional Conference, including an analysis of the situation of children and young people in relation to women and the family.
5. Consideration of regional measures for the execution of programmes on women and their integration into development, including national and subregional recommendations, priorities and strategies, which also serve the objectives of the 1980 World Conference of the United Nations Decade for Women, with special attention to the aspects of employment, health and education.

/6. Consideration

6. Consideration of measures to expedite the generation, financing and execution of programmes on women and their integration into development.

7. Consideration and adoption of the report.

10. The participants had before them the following working documents: "Women in Latin America: the situation as regards the implementation of the Regional Plan of Action" (E/CEPAL/CRM.2/L.2), "Contributions to the diagnosis and promotion of the integration of women into the development of Latin America and the Caribbean" (E/CEPAL/CRM.2/L.3), "Report on the work carried out by the Presiding Officers of the Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean during their term of office (June 1977 to November 1979)" (E/CEPAL/CRM.2/L.5) and "Report of the Group of Government Experts to appraise the implementation of the Regional Plan of Action for the Integration of Women into the Economic and Social Development of Latin America" (E/CEPAL/1071).2/

#### 5. Organization of work

11. The Conference was conducted in the form of plenary meetings. A working group of representatives of the delegations was formed, and a drafting group was set up to consider draft resolutions. In the course of the Conference an informal meeting was held at which the specialized agencies, the World Bank and the Voluntary Fund for the United Nations Decade for Women reported on their programmes to interested delegations.

#### 6. Opening meeting

12. The opening meeting held on 12 November 1979, was attended by the President of the Republic of Venezuela, Dr. Luis Herrera Campíns. His address was preceded by those of the Chairwoman of the Presiding Officers of the Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean, Mrs. Vilma Espín de Castro, who spoke in the name of the delegations present; the Secretary-

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2/ A list of the supporting documents submitted by CEPAL and other United Nations bodies appears in the annex to this report.



General of the World Conference of the United Nations Decade for Women, to be held in 1980, Ms. Lucille Mair; and the Executive Secretary of CEPAL, Mr. Enrique V. Iglesias.

13. The Chairwoman of the Presiding Officers of the Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean, Mrs. Vilma Espín de Castro, expressed her gratitude to Venezuela for hosting the Conference. She pointed out that the purpose of the Conference was to appraise the implementation of the Regional Plan of Action adopted at the First Regional Conference in Havana two years previously, and establish the priorities for the second half of the United Nations Decade for Women. She stressed that it was a recognized fact that the status of women was inseparable from the political, economic and social situation of the peoples to which they belonged, and she tackled the issue from the perspective of the La Paz Appraisal, which viewed development as an integral process covering both economic and social aspects and recognized the need to "make far reaching structural changes in the field as a prerequisite for the process of integral development". She mentioned the need to overcome the inequality characteristic of relations among the developing and the industrialized countries, creating a New International Economic Order based on equity, justice and co-operation among peoples. She also placed it within the framework of the concepts set forth in the United Nations General Assembly by the Chairman of the movement of non-aligned countries. She stated that the struggle for peace should constitute a supreme objective for everyone.

14. She concluded by stressing the importance of the challenge which the Conference represented, since its results could pave the way for progress towards the achievement of the objectives established in the Regional Plan of Action.

15. The Secretary-General of the World Conference of the United Nations Decade for Women said that the region's efforts could be put in a perspective which would situate them in a world framework; Latin America could contribute to the world's struggle for justice, and could also depend on international contributions to support its efforts. She said that 1980, the year of the World Conference, also marked the creation of a new international development strategy in which women had a fundamental role as beneficiaries, participants and agents.

16. She referred to the situation of Latin American women as seen in the diagnosis made in the La Paz Appraisal, and observed that the Regional Plan of Action drawn up at the First Regional Conference constituted a fundamental contribution to international thinking on the subject, on account of the machinery it established for action and appraisal and the historical experience it reflected, which could be valid for a great part of the world.

17. Lastly, she thanked Venezuela and expressed confidence in the success of the work of the Conference.

18. The Executive Secretary of CEPAL thanked the distinguished guests for their presence, and referred to the question of the incorporation of women into development in the context of Latin America on the threshold of the 1980 Decade; he said that the indicators of economic development had another side to them, that of the continued existence of major social inequalities. The political and social participation of women, and their equality in the eyes of the law, should form part of the concept of integrated development, and this constituted an important challenge, precisely because the conditions of economic development in Latin America permitted the region to overcome its social problems to a large extent, provided that this objective had a central place in the concern of the governments.

19. He described the role of the United Nations as one of collaboration with the action of the governments, and said that the regional commissions had the mandate of constituting focal points which concentrated regional efforts round the integration of women into development. He stressed that this role was entirely in keeping with CEPAL's constant concern for social development.

20. Lastly, he repeated that the objective of the Conference was to review the implementation of the Regional Plan of Action, while it should also serve as a support for the presentation of the Latin American standpoint in the forthcoming World Conference of the United Nations Decade for Women.

21. The President of Venezuela extended a warm welcome to the participants. He stressed that there was complete agreement on the analysis of the current state of affairs and on the aim of achieving a more integrated society, with the full participation of women in an integral development which would include

/not merely

not merely the material but also the human resources of each country, all of man and all men, so as to develop the full potential of every person. The lack of adequate participation of women transcended geographical differences, and occurred in widely differing countries.

22. Turning to the situation in Venezuela as concerned the integration of women into development, he said that adequate levels had not yet been reached: to achieve them, it would be necessary to overcome very deep-seated traditional attitudes. The creation of a Ministry for Women's participation and other important measures taken by his Government were major steps, but there was still much to be done. He drew attention to women's participation in municipal activities, in the field of education, in culture, and in health activities, and their importance in the judiciary. The main problems existed in the work field, where women did not always rise to managerial positions.

23. He stressed the need to bring public opinion to accept and promote the participation of women in national life and enable them to exercise their rights fully. The developing countries had a tremendous reserve of skills in their female population, and this should be used in the interests of peace and co-operation among peoples and governments, avoiding the arms race and the ensuing dependence on the developed countries which produced weapons, and fostering mutual understanding and co-operation among peoples.

24. He concluded by expressing the wish that the present Conference would bolster the gradual and progressive integration of women into the continent's development process.

#### 7. Adoption of the report

25. At the last working meeting, the Rapporteur submitted the draft report which was distributed to participants. The delegations were requested to forward their comments on the draft report to CEPAL headquarters by 17 December.

#### 8. Closing meeting

26. At the closing meeting, addresses were delivered by the Executive Secretary of CEPAL, the Secretary General of the World Conference of the United Nations Decade for Women, the representative of Argentina, on behalf of the participating delegations, and the Chairwoman of the Presiding Officers of the Second Regional Conference.

27. The Executive Secretary of CEPAL said that the Conference had shown that Latin America was addressing the real problems of the integration of women into development, and that it was starting to devote to the issue all the attention it deserved. He also stated that despite the beneficial contacts made, all decision-making centres did not yet fully share this concern, which was not even included in the full range of sectoral plans of countries, as would be desirable. He also referred to the work of the secretariat, and repeated that CEPAL was ready and willing to co-operate with governments.

28. The Secretary-General of the World Conference of the United Nations Decade for Women said that this was one of the most important regional conferences and represented a major input for the world appraisal to be carried out in Copenhagen. She stressed that the region had recognized those aspects in which its action was still far from having achieved the desired objectives, and expressed regret that despite the efforts made it had not yet been possible to design an in-depth regional strategy. Finally, she referred to the various bodies and fora in which the issue was being dealt with in the United Nations system.

29. The representative of Argentina, speaking on behalf of all the participating delegations, thanked the Chairwoman, the Presiding Officers and the CEPAL secretariat and stressed that if the proposals of the Conference were carried into practice a great step forward would be made towards incorporating women into all the tasks of society, to which women could bring their special vocation for the achievement of a world of peace and dignity.

30. The Conference was closed by the Chairwoman, the Venezuelan Minister for the Participation of Women in Development, who referred to women's problems in the twentieth century. Radical changes had taken place in the role of women, not without hardship and frustration, and one of the main challenges for what remained of the century, in the Third United Nations Development Decade, was to create a new type of society and of human relations, in which women would have a fundamental role, as a force for cultural change and for alternatives in the new society. She said that in her own country a large number of women, without ideological, cultural or social distinction, had spontaneously become involved in the work of participation. She referred to some of the main difficulties of the process of integrating women into

/development, stressing

development, stressing in particular that domestic work meant that women had to do two days work in one, the male-oriented patterns prevailing in society and so forth, and emphasized the need for a feminine mystique and creativity, as well as for a new concept of the couple. She referred to the situation in her country, mentioning some of the difficulties which had arisen as a result of its new economic circumstances, which had not merely produced obvious advantages but had also led to social problems which had to be tackled. The Conference had represented an important meeting-place for the exchange of experience, and one of its basic lessons was the need for the unfettered exercise of human rights and unimpaired human dignity. Finally, she said that in becoming Chairwoman of the Presiding Officers her hopes were centred on what could be done by joint effort, and she called for the participation of all countries of the region in that work.

/II. ACCOUNT

## II. ACCOUNT OF PROCEEDINGS

31. In the course of the discussion, all the delegations thanked the Government of Venezuela for its hospitality and congratulated the Minister for the Participation of Women in Development on her nomination as Chairwoman of the Conference. A large number of delegations took the floor to give a warm welcome to the new members of CEPAL who had begun to participate in the regional body's work at this Conference.

32. Many delegations also thanked the secretariat for the work it had carried out and for the documents before the delegates which contributed to their work.

33. The Minister for the Development of Intelligence of the host country also addressed the delegates at a plenary meeting, and gave an interesting address on the programmes which the Ministry would be carrying out in this respect.

34. During the plenary meetings, the delegates took note of a letter from Mrs. Haydée de Carazo, the wife of the Premier of Costa Rica, in which she expressed her good wishes for the success of the work of the Conference.

### Address by the Secretary-General of the World Conference of the United Nations Decade for Women

35. The Secretary-General of the World Conference observed that the secretariat had worked with the regional commissions to collect and analyse information, and that it continued to be the focal point for the exchange of information between regions leading to the information of common strategies. The uppermost question was whether the failure of the International Development Strategy had not been due to the lack of attention to the situation of women. She said that there was a need to focus on major concerns in the light of the North-South dialogue so as to guide priorities for action, the highest of which was the participation of traditionally backward sectors of the population, including women. The grass-roots organizations had an important role to play, in this respect.

36. She said that an area of special concern for the priorities of the World Conference was employment: 60% of the women in the region were employed in the tertiary sector, where there was little potential for advancement or /mobility. In

mobility. In this sector it was necessary to explore credit and financing to assist women in subsistence agriculture and low-grade activities. A related problem was that of female migration to urban areas as a result of the increase in stagnant marginal groups and in the population, a process which it was impossible to slow.

37. She referred to some possible action approaches, such as an integral review of the Regional Plan of Action, interlinked with the appraisal of the Second Development Decade; more efficient action programmes to build up strategies through the development of an interdivisional task force in CEPAL; and the biennial review of the 1980s in co-ordination with the Women's Unit. Special consideration could be given in the region to establishing a women's action committee in SELA.

38. She ended by saying that the achievement of the New International Economic Order would not ensure women's place in the region. The core of the strategy to meet the needs of the Decade was to make it unavoidable for national and regional planners to take women into consideration.

Report of the Chairwoman of the Presiding Officers of the First Regional Conference (agenda item 3)

39. The Chairwoman of the Presiding Officers of the First Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean reported on the work performed during her mandate, from June 1977 to November 1979. In her report, the main points of which are to be found in the document E/CEPAL/CRM.2/L.5, she made particular mention of the lack of adequate information in the region on the different aspects of the situation of women, which seriously affected the possibility of appraising the results of the implementation of the Regional Plan of Action. She also referred to the fact that the region had not made adequate use of the resources offered by the Voluntary Fund for the United Nations Decade for Women, and the need to submit to the Fund specific projects which met the conditions required for the provision of financing, particularly projects relating to women in rural areas and indigenous women.

40. She went on to say that difficulties had been met with in appointing suitable members of staff for the secretariat; it had not yet been possible to fill the post of director of the women's programme in Santiago, nor had the funds been granted for the staff of the corresponding programme in the Mexico Office. She said that despite the general improvement in the participation of women, many obstacles still existed, and that efforts to overcome them should be renewed.

41. Referring to the participation of the Latin American group in the second session of the Preparatory Committee for the World Conference of the United Nations Decade for Women, held in New York, she mentioned that this group had proposed that the subject of peace should be examined in depth on an equal footing with equality and development.

42. She ended by thanking the CEPAL secretariat for its co-operation in the work of the Presiding Officers, and expressed her gratitude to the Voluntary Fund for the United Nations Decade for Women.

Adoption of the Report of the Group of Government Experts to Appraise the Implementation of the Regional Plan of Action for the Integration of Women into the Economic and Social Development of Latin America (E/CEPAL/1071)

43. The representative of Venezuela, the country which had acted as rapporteur for the Meeting of the Group of Government Experts to Appraise the Implementation of the Regional Plan of Action for the Integration of Women into the Economic and Social Development of Latin America (Quito, Ecuador, 8-10 March 1979), presented the report of the Group of Experts (E/CEPAL/1071). It was agreed in plenary that this report should be discussed in the Working Group for appraisal and study.

44. The working group took note of the report, and it was agreed that this first attempt at appraisal reflected the situation at the moment of drafting the document, and constituted a valuable contribution for the appraisal which this Conference would prepare for the World Conference in Copenhagen. Following a careful study of the appraisal, the Conference agreed to adopt it, bearing in mind the above considerations.

/Addresses made



Addresses made by representatives of countries on agenda items 4, 5 and 6

45. The representative of Barbados described some of the action taken in her country to improve the situation and participation of women. She stressed that the smaller developing countries were hampered by the lack of human and financial resources and appealed to CEPAL to take steps to provide assistance in this respect, as well as to use regional action as a source of information. She listed some areas in which bilateral and global technical assistance could contribute to progress.

46. The representative of Guyana stressed the ineffective financing of projects for women and suggested that the criteria for funding and channelling resources to women as target groups should be revised. She also suggested that the newly appointed Co-ordinator for the Caribbean should be given flexibility and resources to implement priorities.

47. The representative of Grenada observed that women were deeply involved in the physical reconstruction of society following the recent political and social changes in Grenada, Dominica, St. Lucia and St. Vincent. She said that while there was a need for funding and technical assistance for projects, the Women's Desk in Grenada had initiated a number of measures to benefit women.

48. The representative of Costa Rica referred to the historical tradition of women's participation in the activities of her country, with special emphasis on equality of educational opportunities, legal equality, the promulgation of a family code based on the equality of the spouses and the interests of the children, who were the basis of the family and society, and the participation of women in the work of the government (four ministries are headed by women). As regards the implementation of the Regional Plan of Action she said that the Office of Women and the Family had been set up (as part of the Ministry of Culture, Youth and Sport), since in the opinion of her government the organization and critical and responsible participation of women is one of the factors which will make it possible to overcome some of the causes of underdevelopment. She referred to the problem of the training of women having been directed mainly at tertiary sector jobs, and that of the existence of a high school drop-out rate among women. She gave priority to two problems which could be stated in the World Conference: the migration  
/of rural

of rural women without adequate training to the urban areas, and prostitution, a problem which affects not only women but society as a whole. She stressed the need for CEPAL to nominate a co-ordinator of the women's programme in the Central American area, as had been the case with other areas in the region.

49. Lastly, she mentioned her government's concern with the distortion of the image of women for commercial purposes by the mass media. She said that this problem could be tackled at the national level, but that the integral solution should emerge at the international level, with the collaboration of the United Nations.

50. The representative of Cuba referred to the appraisal contained in document E/CEPAL/CRM.2/L.2, and laid particular emphasis on the following aspects. In the field of education, and despite the shortcomings of the available information, there was clearly an unbalanced development, since the limited growth of primary education, in comparison with secondary and higher education, perpetuated the obstacles to women's participation.

51. With regard to employment, she said that the situation was far from encouraging and stressed the need for social infrastructure and legislation to facilitate the effective incorporation of women in work, pointing out that the documentation did not go into these issues in sufficient depth. Regarding domestic work, she was in favour of avoiding the creation of the job of "housewife": domestic tasks should be divided among the members of the family. She drew attention to the high percentage of women engaged in domestic services and to their need for protection. With regard to health, the situation revealed by the document was serious, and it was essential to allocate a large volume of resources to remedying it.

52. She went on to mention the persistence of legal obstacles to the full participation of women, and endorsed the position expressed by other delegations concerning the deformation of the image of women by the mass media. Reforms on behalf of women must be carried out within the context of a global view of social development and with consistent strategies. There was a need for major changes, which in her country's experience had made possible the full participation of women and the solution of the problems of discrimination which they faced. She concluded by stressing the importance of a seminar to study the communication media and the manner in which they affect women's lives, which was to be held in Havana in the near future.

53. The representative of Brazil said that in her country the problem of women was included as part of the problems of society, within a global approach to the development process. She mentioned various advances which had taken place in her country with regard to the legal situation of women, their technical and professional training, the facilities given to women employees and workers in enterprises for looking after their children, etc. As regards education, she said that her country proposed to increase its scope, suit it to the milieu in which it was imparted, provide it with administrative flexibility so that it would meet the needs of the community of which it was part, and expand adult education, all of which would serve to implement the respective articles of the Regional Plan of Action. She cited all these advances as examples of the projects and programmes being carried out in her country in order to achieve the full participation of women.

54. The representative of Mexico summed up the situation in her country regarding the progress of women in participation in development. In this regard she mentioned the equality of rights endorsed by the constitution, including the right of information and the right to work, the participation of women in political life, in the judiciary, in the civil service and diplomacy, and the consideration of female participation in the plans for industrial development, human settlements, etc. As an example of specific activities undertaken in implementing the Regional Plan of Action she mentioned the national employment programme which took account of the participation of women, their training and legislative measures to protect their working conditions. She stressed the equality of educational opportunities for both sexes; in the area of health she referred to the work of organized groups in the communities, whose action covered various aspects of interest to women, including family planning, and the extension of health and mother and child care programmes.

55. With regard to agenda items 4 and 5, the representative of Mexico stated that international co-operation, including among developing countries, was one of the basic instruments for improving the situation of women in the region, and that this co-operation should be reflected in the different fora in which Latin America was present. She also stressed the importance of co-ordinating the action of different fora and the need for a flexible system

/of co-ordination.

of co-ordination. She said that document E/CEPAL/MDM/3/Rev.2 indicated the rising trend in activities relating to the integration of women, and that her delegation recognized the effort made but considered it insufficient for achieving full equality within a reasonable period: further action was therefore essential to speed up the process. She therefore suggested, among other measures, that the Consultative Committee should meet more frequently; that access to the Voluntary Fund for the United Nations Decade for Women should be more flexible, and the processing of projects by the Fund more rapid; and that assistance in the co-ordination of intersectoral activities should be continued. With regard to the working documents presented by the secretariat, and particularly the document entitled "Contributions to the diagnosis and promotion of the integration of women into the economic and social development of Latin America and the Caribbean" (E/CEPAL/CRM.2/L.3), she said that they represented a major contribution and should be reviewed and updated in the light of what had been said at the Conference; she believed that this might lead to certain conceptual changes. She asked that special care should be taken over the section dealing with policy guidelines, health and employment, where account should be taken, for example, of the circular effects of training and the conclusions of the eleventh ILO Regional Conference. The review should also reflect the results of the recent conferences on science and technology and of UNCTAD, on Land Reform and others. She stated that the document entitled "Women in Latin America: the situation as regards the implementation of the Regional Plan of Action" (E/CEPAL/CRM.2/L.2) could serve as a background document for the World Conference, following a conceptual revision based on the Regional Plan of Action and the interpretation of the Latin American situation as expressed in the present Conference. The document should be enhanced for this purpose, and she called on the participating governments to contribute to this work. Finally, she reiterated that it was vital that the region should agree to establish specific priorities and that the necessary political will should exist to transform these into concrete measures.

56. The representative of Colombia, referring to the implementation of the regional plan of action since the First Regional Conference, said that the national plans and programmes were aimed towards making progress in the living conditions of the low-income population, which would directly or indirectly affect women. In her opinion, it was impossible to design programmes or strategies specifically to improve the status of women.

57. She made a brief summary of the measures adopted to remove discrimination against women in legislation, and the progress made in this field: decree 2820 of 1974 was known as the women's statute. She also mentioned legislation relating to adoption, divorce and integral attention for the pre-school child.

58. She drew attention to the Voluntary Fund for the United Nations Decade for Women and the need to make use of it, and stressed her interest in the Research Institute for the Training of Women. She called for co-ordinated action by the different bodies of the system and expressed concern at the fact that the United Nations General Assembly had not yet adopted the convention on the elimination of all forms of discrimination against women.

59. The representative of Argentina said that her country envisaged the different aspects of policies relating to women in the general context of development, without creating watertight compartments. She gave figures on the slowing of total growth, the increase in the numbers of urban residents and the slower relative growth of rural areas, on labour participation by sectors, by ages and occupational categories, stressing in connexion with this last-mentioned aspect the proportion of women in professional, technical and related categories, and the increase in the proportion of women among managers and administrators. She said that unemployment tended to be higher among women than among men. She pointed out the full equality of opportunities in education, in civil legislation and labour law, and also mentioned bodies created specially to carry out the objectives of the United Nations Decade for Women, and social welfare policies which benefited women in various fields.

60. The representative of Honduras said that it was only recently that her country, through the National Development Plan 1979-1983, was tackling the problems affecting women using more progressive criteria. This plan proposed the integration of rural women, single mothers and young women in the productive work, the aim of which was not only to take advantage of existing human potential but also to give a possibility of equality to households with no men in them. She referred to programmes for the incorporation of women into the process of production and promotion of women. She said that despite the interest shown by different international bodies her country had still not succeeded in securing specific assistance for these programmes.

61. The representative of the United States said that the International Women's Year and the United Nations Decade for Women had acted as a catalyst in her country and had brought about the participation of a large number of women in a programme based on the World Plan of Action. There was an overwhelming demand on the part of women and women's organizations to be involved in the preparatory work for the Copenhagen conference, to which her Government had responded positively in various forms. It had also supported efforts to secure the implementation of the World Plan of Action in a number of ways, inter alia by contributing to the Voluntary Fund.

62. With regard to the main measures adopted in her country, she stressed that a major effort had been made in the field of education both on the legislative front and in the form of special programmes of women's studies, as a result of which it might be said that women were rewriting history. With respect to employment, she pointed out that vast numbers of women had joined the labour force in recent years, and efforts were being made to meet the specific needs of working women. Special programmes for women and children were also being implemented in the health field. She concluded by stressing that if development was to be positive, it must take into account the entire family; and that women would only participate fully in development when the necessary supportive structures and attitudes existed at all levels.

63. The representative of Nicaragua stressed that situation of women in her country was the result not merely of internal structural problems but also of the unjust prevailing international order; and also that it was necessary to alter not merely the internal economic and social situation of women in

/her country,

her country, but also the traditional attitudes regarding women. Her Government was advancing on three fronts: the incorporation of women into productive work, including training where required; the ideological transformation of the dependent relationship between men and women; and progress on the formal legal plane. Women had shared in the struggle for liberation, and would now share in the struggle for consolidation and reconstruction. In these efforts, her Government attached great importance to acting in conjunction with popular organizations, as well as to international solidarity and support.

64. Turning to the question of priorities, she drew attention to a number of programmes that would benefit the entire population and especially women, such as the planned national literacy campaign, a special programme to incorporate women in productive work and provide job training. She also proposed the creation of child care centres for children from 0 to 6 years, particularly for the children of working women, a thorough review of legislation regarding children, women and the family, efforts to secure the participation of women in the national decision-making process, primarily through women's organizations; and she emphasized social rehabilitation, with particular reference to prostitution which was viewed as a structural rather than an individual problem. She concluded by saying that women in her country had high expectations of the new Government; but despite the great enthusiasm throughout the country there was a shortage of resources and she therefore urged that CEPAL should be aware of the need for technical and financial assistance to implement the Government's planned programmes.

65. The representative of Panama expressed her appreciation to the United Nations and the international community for supporting her country's successful effort to recover its national sovereignty over its entire territory, as explicitly mentioned in the Regional Plan of Action, and requested the collaboration of CEPAL in future development efforts, particularly with respect to the training and promotion of women.

66. She said that considerable progress had been made in ameliorating the living conditions of the population of her country, particularly in the fields of health and education, and efforts were being made to tackle the problems of women's migration from the rural areas to the urban zones of the country.

/67. With

67. With regard to social policy, with special reference to children, she stressed the creation of the National Office for Children and the Family, and of guidance centres to assist working women in joining the national development process. She concluded by referring to the progress made in the field of legislation, stressing that her country's constitution was non-discrimination and established the equality of men and women, and said that a review was currently being made of legislation concerning the family and children.

68. The representative of Saint Lucia stressed three major areas of concern with respect to the situation of women in her country. Firstly, women far outnumbered men, with the result that there were many households in which the woman was both mother and father. Secondly, migration from the countryside had led to a high concentration of the population in the capital. The remainder of the population depended entirely on agriculture, and it was primarily women who worked on the large estates, small holdings and family plots in very poor and difficult conditions. Thirdly, illiteracy was very high, particularly among women. Half the population could speak only patois, and a further quarter could speak, but not read or write English, the country's official language. It was therefore a major problem to find cadres who could communicate with the non-English-speaking population. Another problem was that women were not represented at the higher levels in teaching, the Civil Service or the Government; until women with the appropriate capabilities were represented at the decision-making level in substantial numbers, their struggle would remain extremely difficult. She concluded by congratulating Lucille Mair on her appointment as Secretary-General of the World Conference of the United Nations Decade for Women, and expressed the hope that this would encourage the women of the Caribbean to come forward and participate in their countries' development.

69. The representative of Venezuela said that since the establishment of the democratic system in the early 1960s, major changes had occurred in the situation of women in her country, which should be viewed in their social, economic, political and cultural context. With regard to work, the number of working women had risen greatly, although the necessary social infrastructure remained incomplete, with the result that they were obliged to do a second

/day's work



day's work in the home. Despite this enormous rise in the number of economically active women, the great majority of women remained outside the labour force, although there was a pressing need for them to participate in their country's development process. Another major problem in this field was wage discrimination against women, although the remuneration of women had improved. There was also increased women's participation in different kinds of local organizations and in co-operative associations of housewives for retail marketing. She emphasized that this participation, including that of rural women, was a vital element in the development process. Furthermore, although the mass media stereotypes persisted, they were beginning to change with the rise in the number of women employed in the media which had altered the traditional media image of women. She also referred to the problems arising in housing, employment, education and health as a result of internal and also international migration to the cities.

70. She pointed out that the participation of women was based on the Government's three guiding principles, namely, participative democracy, education, in the broadest sense of human development, and the revaluation of labour, all of which underpinned the programme for social development aimed at the incorporation of women into development. Efforts were also being made in the field of legal reform in the interests of the principles of equality, solidarity and democracy, in the improvement of the quality of education and in stepping up women's participation in sports. Recognizing the importance of the issue, the Government had set up a Ministry for the participation of women in development. She concluded by stressing that it was only within the democratic system that women could participate as full and responsible members of society.

71. At a later stage in the discussions, the representative of Venezuela stated that with regard to the documentation presented at the Conference, the appraisals made should be improved and other information machinery set up, particularly in the smaller countries.

72. Again on the question of documentation, the representative of Jamaica said that insufficient attention had been paid to the specific situation of women, and that there should be a closer link between the International Development Strategy and the Regional Plan of Action. Furthermore, CEPAL reports should take account of the differences between the Caribbean and the rest of the region.

73. The representative of St. Vincent stated that women in her country faced many of the same problems as those of sister States, particularly as concerned the stereotyped traditional role of women in society. She stressed that education, in the broadest sense of changing attitudes and behaviour, had been the principal priority, and requested CEPAL's technical assistance in that field.

74. The representative of the Associated States of Antigua, Montserrat and St. Kitts thanked the Government of Venezuela for having made it possible for her to attend the meeting. She referred to the situation of women in those territories, paying special reference to the measures taken in St. Kitts in favour of working women, to provide them with social security and equality of educational opportunity. She pointed out that women were becoming incorporated in the political life of their country, and referred to the need for further resources in order to implement programmes aimed towards the advancement of women.

75. The representative of Uruguay referred to the measures taken by her Government since 1975 to implement the objectives relating to the integration of women into development. She mentioned the creation of the Women's Department in the Ministry of Labour and Social Security, and outlined the activities of the Department, which had studied the system of protection for working women and provided advice in that field. She said that her country's legislation protected men and women alike, and gave special protection in connexion with maternity. The Department had carried out studies on the situation of women in Uruguay and had then held a first seminar on one of the priority issues, namely, rural women. She said that these studies incorporated the notion of the work carried out by women for the reproduction of new generations, which was essential for society but which society did not value economically. She also referred to the activities undertaken with the support of UNICEF and the Inter-American Commission of Women to train personnel in the presentation of projects designed to improve the situation of women. Among the many measures carried out on behalf of women, she drew special attention to an intensive vocational training programme for women in co-ordination with job-market needs, which would be implemented as a pilot project by the Inter-American Commission of Women in other countries of the /continent. In

continent. In light of the above, she expressed her optimism concerning the future activities of the Department, and offered her country's experience as a contribution to the activities undertaken by other countries of the region in related fields.

76. The representative of the Dominican Republic referred to the implementation of the Regional Plan of Action in her country. In particular she mentioned action designed to improve the situation of rural women. She said that in her country there was legal equality between men and women, but concerted action was being taken to make women aware of their rights, and capable of exercising them. She referred to the growing participation of women in the mass media, and other progress made in the fields of child care and so forth. With regard to international resources she said that these should be channelled through the development programmes of each country, and stressed the importance of submitting projects to the Voluntary Fund for the United Nations Decade for Women. In this connexion, she said that it would be desirable to hold a seminar on the presentation of projects to the Fund. She concluded by reiterating the need to co-ordinate the action of the different international organizations working in the region.

77. The representative of Peru stressed that the Conference was being held at a crucial moment for the world, and was an opportunity for acting energetically and decisively in favour of the victims of injustice. She referred to the need to arouse awareness in order to secure justice, liberty and equality, through people's organizations. She reaffirmed the need to take practical, realistic decisions to overcome the crisis affecting the peoples of the world.

78. The representative of Dominica, represented for the first time at this meeting, began her statement by summarizing the geographical, economic and social situation of her country, with special reference to women, the majority of whom, in addition to their household chores, were engaged in exhausting agricultural work and had little share in other productive activities, except nursing and teaching. She mentioned the creation of the Ministry for Women's Affairs, which had been functioning with help from the Women and Development Desk of the West Indies. The necessary changes had still not taken place, however, mainly owing to the hurricane which had

/devastated the

devastated the country and which had made it necessary to devote major efforts to reconstruction. She appealed for aid for the women of her country so that they could obtain training in different areas, and lastly thanked Venezuela for having enabled her to take part in the Conference.

79. The representative of Canada expressed her wishes for the success of the work of the Conference and her country's willingness to continue co-operating with the countries of the region in programmes relating to the improvement of the status of women. She said that it was hoped that the Conference would lead to a better understanding of the region's priorities in relation to that assistance. With regard to the situation in her country, she referred to the efforts made by her Government to fulfil its commitment to achieve full equality between men and women and to give all persons a free and informed choice concerning their way of life.

Statements by representatives of bodies

80. The representatives of United Nations bodies and specialized agencies (UNICEF, UNDP, UNIDO, UNHCR, FAO, World Bank, WFP, ILO, Voluntary Fund of the United Nations Decade for Women) presented brief reports on their work relating to the subject of the Conference. These reports analysed the situation of women in their spheres of specialization and referred to the measures taken to help to improve that situation.

81. The representative of the Economic Commission for Asia and the Pacific (ESCAP) reported on the Second Regional Conference on the Integration of Women into Economic and Social Development recently held in that region.

82. The representatives of the Inter-American Development Bank (IDB) and the Inter-American Commission for Women (ICW) reported on the activities carried out by those organizations in relation with the integration of women into the development of Latin America, the types of activities to which they gave priority and support, and the most efficient means for governments to gain access to their resources.

83. The representatives of the International Council of Women, the Women's International Democratic Federation, the International Federation of Business and Professional Women, the Latin American Confederation of Workers and the World Young Women's Christian Association reported on the activities

/carried out

carried out by their organizations, proposed different measures to speed up the incorporation of women in development, and reiterated their willingness to collaborate with the CEPAL system, stressing that information and dissemination were areas calling for priority action.

Adoption of resolutions

84. The Conference adopted the resolutions appearing in Part Three of this report.

85. During the discussion of the resolution containing the appraisal and priorities of Latin America with a view to the World Conference of the United Nations Decade for Women: Equality, Development and Peace, the delegation of Chile placed the following observations on record:

With regard to preambular paragraph 8

"On the grounds that the purpose of this Conference is to deal with the problems which discriminate against and marginalize women, and thus prevent them from being incorporated effectively in the development efforts of our peoples, in which they claim their rightful place, Chile believes that priority should be given to efforts aimed towards improving the status of women in particular and thereby achieve development, rather than, as stated in this preambular paragraph, that the cause of women is a consequence of development and not an active factor of it."

With regard to paragraph 4 of the Appraisal

"Chile believes that the underprivileged situation of poor rural and marginalized women in general is the result not of economic factors alone but also, a fortiori, of social factors making for stereotypes which also hinder efforts to speed up development through the absence of women's participation."

With regard to paragraph 6 of the Appraisal

"Chile does not accept the conclusion in this paragraph that although women can secure recognition of their full equality, prior changes are necessary in the socioeconomic structures. We believe that on the contrary the shortcomings of our societies in all fields are essentially due to the fact that all the institutions governing social life were formed and established by men without any account taken of women's views on them. As a result, in our opinion the incorporation of women into full participation

/in society

in society comes first, and all efforts should be directed towards this end, so that women may effectively play their part in the efforts aimed at solving the critical problems of the region and the world."

86. Following the adoption of the resolution, the representative of the Voluntary Fund for the United Nations Decade for Women forwarded her observations to the secretariat. In her opinion the following phrase should be deleted from Part 5, paragraph (f) (on financing): "inform the CEPAL secretariat in accordance with the procedures recently established by the Consultative Committee of the Voluntary Fund in March 1979". With regard to paragraph (c), she suggested the deletion of the words "and also give greater flexibility to the allocation of resources according to the region's needs", and further on, of the words "depending on their reception".

Place and date of the next regional conference

87. During the closing meeting, the Chairwoman announced the generous offers of Costa Rica and Ecuador to host the Third Regional Conference on the Integration of Women into the Economic and Social Development of Latin America. The CEPAL secretariat was requested to hold the necessary consultations to determine in which country the Conference should be held, and fix the exact dates for it.

### III. RESOLUTIONS

88. The Conference adopted the following six resolutions.

1. CREATION OF AN AD-HOC COMMISSION TO STUDY  
MOTHER AND CHILD PROBLEMS

The Second Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean,

Bearing in mind that the present situation of the world and especially the developing countries due to the serious economic crisis affects mothers and children with particular intensity,

Considering that, following a careful review of the studies and statistics, the solution to this problem requires specific strategies with clearly structured priorities,

1. Recommends that CEPAL should study the form of setting up an ad hoc commission which should, inter alia:

(a) Visit the most depressed areas of the countries of Latin America and the Caribbean and make an on-the-spot study of the serious problems affecting mothers and children;

(b) Collaborate with the existing national sub-commissions or with those set up with similar aims.

2. Requests CEPAL to submit this study, including the financial implications, to the Committee of the Whole of the Commission so that a decision may be reached as soon as possible.

2. CREATION OF NATIONAL COMMISSIONS TO STUDY THE PROBLEMS  
OF MOTHERS AND CHILDREN

The Second Regional Conference on the Integration of Women into the  
Economic and Social Development of Latin America and the Caribbean,

Bearing in mind that in the majority of the countries of Latin America and the Caribbean, domestic legislation and international conventions in general guarantee the equality of the rights and obligations of men and women,

Also bearing in mind that all these instruments are not put into practice at the national level and that there are glaring differences between the provisions of the legislation or conventions and their application or implementation,

Aware of the need to find a means of establishing operational machinery to solve this problem,

Urges governments to give all possible priority to constituting commissions at the national and local levels to co-ordinate and study the full integration of women into development, and in particular the real situation and problems of mothers and children; and report periodically to CEPAL on the results of their work, which may thus be reflected in the appraisal of progress in implementing the Regional Plan of Action,

Also urges governments, in accordance with their national priorities, to provide all possible facilities so that these commissions can, following their mandate, analyse the problems of women and children, and report in full to the international bodies specializing in the subject.



3. APPRAISAL AND PRIORITIES OF LATIN AMERICA WITH A VIEW TO THE WORLD  
CONFERENCE OF THE UNITED NATIONS DECADE FOR WOMEN:  
EQUALITY, DEVELOPMENT AND PEACE

The Second Regional Conference on the Integration of Women into the  
Economic and Social Development of Latin America,

Considering that women are agents in the development process and that the situations and problems experienced by them are not exclusive to them but affect all society, and furthermore that these situations should be considered in the context of global processes in order to attain the New International Economic Order,

Bearing in mind CEPAL resolutions 386 and 388 (XVIII) adopted at the eighteenth session, containing the preparations and contributions by CEPAL for the formulation of the New International Development Strategy for the Third United Nations Development Decade, which should reflect "in an appropriate manner the need for adequate policies for the promotion of social development to be defined by each country within the framework of its development plans and priorities",<sup>1/</sup>

Recalling that in keeping with the objectives of the United Nations Decade for Women: Equality, Development and Peace, General Assembly resolution 3520 (XXX) called upon the regional commissions "to develop and implement as a matter of priority, effective strategies to further the objectives of the World Plan of Action at the regional and subregional levels, bearing in mind their respective regional plans of action",

Taking into account in all points the spirit and letter of the Regional Plan of Action for the Integration of Women into Latin American Economic and Social Development, approved at the first Regional Conference on the Integration of Women into Latin American Economic and Social Development (Havana, Cuba, June 1977), and endorsed by Member States at the eleventh extraordinary session of the Committee of the Whole of the Economic Commission for Latin America (New York, November 1977),

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<sup>1/</sup> E/CEPAL/1083/Rev.1, p. 181.

Also taking into account that several General Assembly resolutions, notably 3520 and 3505 (XXX), 31/175 and 33/200, as well as resolution 2 of the United Nations Conference on Science and Technology for Development urge the specialized agencies of the United Nations system, all financial institutions and the international, regional and subregional development banks, and the bilateral funding agencies to accord high priority as soon as possible in their development assistance to projects and programmes for the promotion of the integration of women into development, in accordance with requests by the governments,

Also considering that the efforts and strategies to implement the objectives of the Regional Plan of Action were insufficient and inadequate in the majority of countries for bringing about changes of any qualitative or quantitative significance in the situation of women, or for increasing their participation in political, economic and social life, particularly in the lowest socio-economic strata and among rural women,

Bearing in mind that the time has come to go beyond the reiteration of diagnoses which have already been made and the statement of desirable objectives, which have already been set forth in many United Nations documents such as the La Paz Appraisal,<sup>2/</sup>

Considering that the delay in the implementation of the Regional Plan of Action for the Integration of Women into Latin American Economic and Social Development stands in the way of improving the standard of living and further participation of women in the region, and also produces discouragement among broad groups of women in the region, whose hopes were raised when the Decade for Women was proclaimed,

Particularly concerned by the fact that a substantial number of countries of the region have not yet reviewed existing legislation with a view to eliminating the aspects which affect the legal and social status of women, preventing their full incorporation into development,

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<sup>2/</sup> Ibid., p. 203 ff.

Taking into account the Resolution on Conditions of Work, Vocational Training and Employment of Women of the Eleventh Conference of American States Members of the ILO (Medellín, Colombia, September-October 1979),<sup>3/</sup>

Considering that the Second Regional Conference on the Integration of Women into the Economic and Social Development of Latin America constitutes a preparatory activity of the Latin American region for the World Conference of the United Nations Decade for Women to be held in 1980,

Decides that this resolution, together with the report of the Second Regional Conference on the Integration of Women into the Economic and Social Development of Latin America, should be forwarded to the United Nations Economic and Social Council and Committee for Development Planning, the Preparatory Committee for the formulation of the new International Development Strategy, and the World Conference of the United Nations Decade for Women to be held in 1980,

A. APPRAISAL OF THE IMPLEMENTATION OF THE REGIONAL PLAN OF ACTION  
FOR THE INTEGRATION OF WOMEN INTO THE ECONOMIC  
AND SOCIAL DEVELOPMENT OF LATIN AMERICA

1. This first process of appraisal is taking place mid-way through the "United Nations Decade for Women: Equality, Development and Peace", and on the eve of the formulation of the new international strategy for the Third United Nations Development Decade, which should incorporate the results of the appraisal of the situation of women. Consequently, it is necessary to concentrate efforts and resources on solving the problems connected with national and regional economic and social development that women will have to face in the next decade.
2. The living conditions of women of the region constitute a problem which affects the whole of Latin American and Caribbean society. Accordingly, their improvement should be a basic and explicit objective of the global processes of economic and social development and change in the countries of

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<sup>3/</sup> Document CRA/XI, AP/13, presented at the Conference as annex II of the reference document, Activities of the International Labour Organisation in favour of Women in Latin America (ILO/W.4/1979).

the region. Men and women share the living conditions determined by the fact that they belong to a particular society and a socioeconomic stratum of that society, but women also face the specific types of discrimination resulting from the social and sexual division of labour.

3. It may be affirmed that the situation of women in the region has generally improved, relatively speaking, but this cannot be said of all women or of every aspect of social life. The conditions in which women are living vary widely according to the socioeconomic stratum to which they belong, and their modes of participation in economic, political, social and cultural life and the sources and forms of discrimination against them vary accordingly.

4. The women most affected by this situation resulting from inadequate socioeconomic structures are those belonging to poor groups, particularly in rural and marginal urban areas.

5. The social organization of the region attributes to the family unit the responsibility for the biological and social reproduction of its members and, therefore, of the population. Virtually all adult women carry out the domestic work. However, this important contribution of women in fulfilling their reproductive roles enjoys no social recognition, and merely serves as a means of perpetuating the existing sexual stereotypes and cultural patterns that discriminate against women. What is more important, since the situation of women is usually viewed as forming part of the social welfare sector no recognition tends to be given to women's domestic activities, and thus their contribution to economic and social development is ignored. Many national development strategies and plans do not take account of the link between the majority of women and domestic work. At the same time the objective of integrated development is hampered by a group of interrelated social problems which affect men and women alike, such as critical poverty, inequitable income distribution, unemployment, illiteracy, or semi-illiteracy, the marginality of large urban, rural and indigenous sectors, little or no participation in the most important aspects of national life and so on.

6. 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 bring about the necessary changes in socioeconomic structures, and at the same time undertake specific action aimed at changing the Latin American woman's situation so that she becomes an active agent in transforming the existing structures and a determining factor in achieving full equality of men and women. This signifies that the situation of women in rural areas is particularly serious, they suffer not only from isolation, but also from lack of education, employment and other disadvantages which cause them to migrate to the cities in search of work, with the corresponding sequel of prostitution, begging and growth of slum areas.

7. It is therefore evident that legislation, in so far as it adversely affects women, impedes their integration into development, and while it is true that legislative measures are not in themselves sufficient to ensure women's equality, the elimination of all discriminatory provisions opens the way to equality. The de facto discrimination that exists in the region has been based on, and vitalized by, de jure discrimination and it is urgent to take appropriate measures of a legal nature to ensure the legal equality of the sexes.

8. Although education is a vital factor for the economic and social development of peoples, in the region women represent a high percentage (between 60 and 80%) of the total illiterate population. Even in the countries considered to be of a higher cultural level, the percentage of women with secondary, technical and higher education is low.

9. The limited 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. There is also the special problem of young people leaving school due to economic reasons, pregnancy, the need to go to work to contribute to the family income or other factors.

10. According to CEPAL and United Nations studies, the health problem in the region is alarming. Low life expectancy and high mortality and

/morbidity rates

morbidity rates, and the region's critical public health situation highlights 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 critical 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.

11. 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.

12. With regard to employment, it may be observed that a very low percentage of women is incorporated in the labour force, although this percentage is higher in the Caribbean subregion than in the rest of the region.

13. Most of them carry out unskilled work, particularly in the services sector and above all domestic service, including unpaid family work. In many cases women are the object of discrimination and exploitation as regards pay, working conditions and hiring practices; and there are real limitations on the incorporation and retention of women in work, which hinders their participation in the political, economic and social life of their countries.

14. 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, but which lack 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.

15. The family still inculcates and promotes among its members activities and vocations which are based more on assigned sexual stereotypes than on their possibilities and abilities as human beings, which affects not only women's opportunities of personal development but also their part as agents of development.

16. 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. This double working day 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.

17. It is significant that women's political participation in the region in the interests of the economic and social development of their countries is extremely low. They currently form about half the electorate, but only a minute fraction of them are members of legislative bodies and an even smaller proportion are members of executive bodies. Women do not participate sufficiently in decision-making, their opinions are neglected and their needs are not taken into account in the development planning of many countries.

18. All the above, reflected in the economic and social situation of the region, is compounded by the existence of problems such as prostitution, the illegal traffic in persons and drugs, rape, drug addiction and other forms of crime and antisocial behaviour.

19. The mass media, which offer great possibilities through their functions of information, education, entertainment and persuasion, often do not attain these objectives because they usually tend to present and reinforce a stereotyped, degrading and inadequate 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.

20. To a very considerable extent the communication media, basically motivated by the economic interests of the transnational enterprises, have perpetuated the dependence of women by showing them a reality which is not theirs and hiding from them their real identity; they have contributed to keeping them restricted to the confines of the home, preventing the development of their critical consciousness and propagating the concept of their role as useful merchandise for consumption.

21. In accordance with the appraisal undertaken, and in order to overcome the above-mentioned obstacles to the full integration of women in economic and social development, governments, women, CEPAL and international organizations should commit themselves to giving importance and priority to the following measures aimed towards improving the existing state of affairs.

#### B. PRIORITY AREAS, STRATEGIES AND ACTIONS

1. It is recommended that governments should:

(a) Do their utmost to furnish maximum support for the implementation of the Regional Plan of Action, which constitutes the essential instrument of the action priorities for the region;

(b) Take measures to ensure that regional, national and sectoral plans actively pursue specific actions to benefit women, provide adequate resources for this purpose and monitor and evaluate their application and impact on the situation of women;

(c) Include objectives, concrete strategies and studies relating to the situation of women in national preparatory activities for the formulation of the New International Development Strategy;

(d) Adopt the necessary measures as rapidly as possible to implement the World Plan of Action and the Regional Plan of Action in order to establish and improve national machinery for the integration of women into development, and also analyse and identify the factors hindering the creation and implementation of, and where appropriate devise the most adequate, machinery;

(e) Adopt as rapidly as possible in each country the necessary measures for the complete review of national legislation in order to ensure the legal equality of men and women in all areas, with particular emphasis upon civil, family, labour, agrarian and criminal law; and establish where appropriate regulations governing family property which ensure that the goods acquired in the marriage or consensual union of a couple benefit both members; and in countries where no Family Code exists such provisions should be included in civil legislation and finally implement the necessary measures to ensure that women are suitably informed of all the legal and legislative aspects affecting them, thus making for a better implementation of those provisions;

/(f) Take



(f) Take the necessary measures to implement the recommendations concerning employment contained in the resolution on conditions of work, vocational training and employment of women adopted at the Eleventh Conference of American States Members of the ILO in Medellín, Colombia, September-October 1979:

- (i) Create conditions for generating employment for the growing number of women particularly heads of households, who constitute a high percentage of the unemployed and underemployed;
- (ii) Design and implement training programmes in non-traditional areas for unskilled young urban women and migrant women workers, bearing in mind their age, in order to prepare them for, and advance them in the job market and place them in a position to generate incomes through the production of goods and services and slow down migration from the countryside to the cities;
- (iii) Improve the conditions of work, promote access to credit and social security and increase the managerial training for women in the "informal" sector of the economy.

(g) Give priority in the short-term to very broad literacy and adult education programmes with emphasis on women in rural areas since they show the highest percentages of educational backwardness; it is also suggested that use should be made of the means offered by modern techniques both in the formal and the non-formal systems. In countries which still have not done so, the discrimination implicit in education where there is a separation of the sexes should be abolished very rapidly, while co-education which fundamentally strengthens coexistence, breaks with sexual patterns and stereotypes, and makes optimum use of resources, should be fostered, as should sexual education;

(h) Adjust programmes and adopt flexible curricula so as to make it possible for women to be reincorporated into secondary or university education, when their responsibilities as mothers so permit or, once their desire to devote themselves full-time to the care, education and upbringing of their children has been satisfied they consider that the time has come to resume their education or careers;

/(i) Use

(i) Use the mass media to disseminate the Regional Plan of Action, and incorporate it into the formal education system, so that the population is suitably informed and able to participate actively and consciously in the country's development process;

(j) Provide equitable access to health services, especially for the poorest sectors, covering all the basic medical needs of the population, including suitable infrastructure and the necessary medical and paramedical services, without distinction on sexual grounds, to achieve a good level of medical care for all;

(k) Reformulate, in the countries which have social security, the criteria governing the financing and cost of nurseries or infant day care centres, for example, so that the cost is borne equally by the contributions of men and women who are parents, thus putting an end to the idea that such services are provided for mothers alone;

(l) Pay special attention to improving national information and statistical services, so as to make it possible to appraise the participation of women in all levels and sectors of the planning system; and provide timely, up-to-date information on the situation of women when so requested by United Nations specialized agencies;

(m) Promote, within the framework of programmes of economic and technical co-operation among developing countries, as well as in the context of regional and subregional agreements, those aspects of this resolution aimed towards securing the full integration of women into the economic and social development of their countries;

(n) Adopt and implement, in conjunction with the bodies of the United Nations system, measures designed to alter the current image of women as sexual objects and portray women as economically, socially and politically productive human beings;

(o) Develop specific policies to improve the status of rural women, particularly in relation to the extension of social security;

(p) Include in national technical co-operation programmes, and in the corresponding indicative planning figures, those projects which concern the increased participation of women in development, attaching high priority to them;

/(q) Lend

(q) Lend firm support to the setting up in the Dominican Republic of the International Research and Training Institute for the Advancement of Women;

(r) Request the United Nations Secretary-General to speed up the implementation of the recommendations adopted by the advisory board of the Institute, so that the latter may begin its work as rapidly as possible;

(s) Likewise request the Secretary-General to study the possibility of submitting to the 1980 World Conference a report on the work undertaken, the programmes prepared and immediate action.

2. It is recommended that CEPAL should:

(a) Submit as rapidly as possible this resolution, which contains the fundamental strategies for the integration of women into development, and the relevant documentation mentioned in General Assembly resolution 33/200, paragraphs 3 and 4, to the next meeting of the Preparatory Committee for the New International Development Strategy for the Third United Nations Development Decade, and the Preparatory Committee for the World Conference of the United Nations Decade for Women, for consideration at its third session;

(b) Include in the implementation of its regular programmes the recommendations of the Regional Plan of Action as part of the instrumentation required by the New International Development Strategy, and in its periodic appraisals consider specific aspects of the form in which the situation of women has been affected in each area;

(c) Supplement the request contained in the last paragraph by establishing machinery to permit a close link between the Special Unit for the Integration of Women and the rest of the CEPAL system so as to provide for a joint analysis of the quantitative and qualitative impact of this New Strategy on the situation of women;

(d) Recommend that the Committee of High-Level Government Experts (CEGAN), convened periodically by the secretariat, should include in its periodic appraisals an appraisal relating to the incorporation of women in economic and social development and formulate recommendations which will lead to the active participation and improvement of the situation of women in the regional development process, and to achieving the objectives of the New International Development Strategy

/(e) Co-operate

(e) Co-operate with the governments of the region, in conjunction with the Permanent Secretariat at the Latin American Economic System (SELA), to identify and generate economic co-operation projects which affect the position of the women of the region in economic and social growth and development;

(f) Continue taking the necessary steps, with the urgency which the situation requires, and in accordance with the recommendations of the Presiding Officers of the First Regional Conference, to obtain the human and financial resources needed by the secretariat to be able to make a better response to the requests of governments; and to fill as soon as possible the corresponding post in the Mexico Office, so as to make a more effective contribution to the appropriate implementation of the objectives of the Regional Plan of Action and of the United Nations Programme for the Integration of Women into Development;

(g) Attach priority in the different CEPAL fora and bodies to the study and analysis of the basic concepts, strategies and action contained in the Regional Plan of Action with a view to avoiding the duplication of effort and strengthening the approach that the so-called "question of women" is not divorced from the economic, social, political and cultural problems of the countries;

(h) Deploy the necessary human, technical and financial resources to co-ordinate projects for the region through the International Research and Training Institute for the Advancement of Women;

3. It is recommended that women should:

(a) Participate with a greater sense of commitment in trade-union organizations and, through the women's or mixed organizations to which they belong, in the implementation of the action programmes aimed at achieving their integration into social, political and economic development; and promote the local popular organizations which strengthen the democratic principles of equality and social justice;

(b) Collaborate in the dissemination of the Regional Plan of Action, and consider it as far as possible as an instrument of reference for the specific actions which their groups may undertake;

/(c) Urge

(c) Urge non-governmental organizations and particularly women's associations to continue their invaluable work, focussing on activities to achieve directly or in co-operation with governments, the solutions proposed for the Decade for Women and the Regional Plan of Action.

4. With regard to the generation of projects

It is recommended that the governments of Latin America and the Caribbean and the United Nations system should:

(a) Furnish the necessary collaboration to the countries of the region for reinforcing the insertion of these projects in the national infrastructure in all the aspects mentioned, either by means of technical assistance or by bilateral and multilateral collaboration;

(b) Attach greater importance to the training of women, with special emphasis on non-traditional areas of training so that they can prepare and implement all aspects of projects; and create marketing, production and other areas which may enable them to generate income and their situation and that of their families;

(c) Establish through regional bodies the necessary flows of information and co-ordination so as to avoid the duplication of activities and concentrate efforts on key issues;

(d) Set up producer's and consumer's co-operatives, disseminate intermediate technology which relieves rural women of their heavier work and create an adequate infrastructure of basic services.

5. With regard to financing

It is recommended that governments and the bodies and agencies of the United Nations system should:

(a) Ensure the effective allocation and use of financial resources for the generation and implementation of projects aimed towards the incorporation of women into development;

(b) Request in particular the organizations of the United Nations system to appraise what they have done to improve the status of women, increase their financial contributions and identify the necessary measures to implement the Regional Plan of Action;

/(c) Request

(c) Request CEPAL to seek further funds from the General Assembly for projects, without thereby causing any reduction in the funds to be allocated by the Consultative Committee of the Voluntary Fund for the Decade for Women;

(d) Reaffirm paragraph 88.8 (i) of the Regional Plan of Action, which "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". It is also recommended that these resources should be increased so as to consolidate the unit. Additional human and financial resources should be allocated at headquarters of CEPAL and its regional offices pursuant to the recommendations to CEPAL in the resolution, and studies and research undertaken for the creation of appropriate programmes of information and dissemination;

(e) Reiterate paragraph 88.8 (ii) of the Regional Plan of Action which "requests the Voluntary Fund for the Decade for 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", and also give greater flexibility to the criteria for the allocation of resources according to the region's needs; the time which elapses between the allocation of funds for the projects and their implementation depending on their reception should be cut as far as possible; financial support should be secured for the projects until they are inserted in the national programmes; and the maximum priority should be given to integrated programmes which will ensure a genuine impact on the situation of women;

(f) Reiterate paragraph 88.8 (iii) of the Regional Plan of Action which "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", so that it is the offices of UNDP in the countries which are responsible for

/this co-ordination

this co-ordination in order to avoid duplication of efforts; and inform the CEPAL secretariat in accordance with the procedures recently established by the Consultative Committee of the Voluntary Fund in March 1979;

(g) Reiterate paragraph 88.8 (iv) of the Regional Plan of Action which "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"; and request him to seek, through organizations such as UNCTAD, UNIDO, and others, financial support for programmes whose priorities include aspects relating to women, in relation to the New International Development Strategy.

4. SUPPORT FOR THE DEVELOPMENT OF WOMEN IN NICARAGUA

The Second Regional Conference on the Integration of Women into the Economic and Social Development of Latin America,

Considering that the governments of the region are engaged in implementing the Regional Plan of Action for the Integration of Women into the Economic and Social Development of Latin America, in view of its vital importance for integrated national advancement,

Bearing in mind that the governments of the region, member States of the United Nations, have taken the initiative for the integration and participation of women in activities aimed at development, as have the international organizations, since they attach priority to that issue,

Mindful that Nicaragua, a country of Central America, is currently at a crucial stage as a result of its movement for political transformation, in which women have from the start played an outstanding role,

Urges the member States of the United Nations and the international organizations to provide the necessary collaboration urgently needed in support of projects designed to benefit the women of Nicaragua in order to continue the process of rebuilding the country and restoring its national dignity.



5. WOMEN AT THE DECISION-MAKING LEVELS IN THE CEPAL SECRETARIAT

The Second Regional Conference on the Integration of Women into the Economic and Social Development of Latin America,

Bearing in mind that the preamble to the Charter of the United Nations reaffirms its belief in "the equal rights of men and women",

Noting that the majority of the officials at the decision-making level in the United Nations in general and in CEPAL in particular are men,

Convinced that a great number of women are fully qualified to take up high positions and assume major responsibilities,

Recommends the Executive Secretary of CEPAL:

1. To make a review of the staff list at all levels, particularly at the directoral levels, in order to secure greater representation of women and a balance in the distribution of posts within the system;
2. To take measures to ensure the real participation of women in CEPAL and its programmes.

/6. PROBLEM

6. PROBLEM OF REFUGEE WOMEN

The Second Regional Conference on the Integration of Women into the Economic and Social Development of Latin America,

Bearing in mind General Assembly resolution 3318 (XXIX) and resolution 7 of the twenty-seventh session of the Commission on the Status of Women concerning the protection of women and children in states of emergency, national disasters and armed conflicts, in the struggle for peace, self-determination and independence, and the situation of women and children obliged to leave their countries due to well-founded fears of persecution on grounds of race, religion, nationality, membership of a particular social group or political opinion,

Recommends

1. That the basic rights of those affected by these situations, which constitute a pressing problem in the region, should be promoted and safeguarded;
2. That the various recommendations and resolutions formulated on the subject in the different international organizations should be implemented since they will contribute in particular to providing a solution to the problems arising for refugees.

Annex

LIST OF REFERENCE DOCUMENTS

Documents presented by the secretariat

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- E/CEPAL/MDM/3/Rev.2 Report on activities of the CEPAL secretariat relating to the integration of women in the Economic and Social Development of Latin America and the Caribbean.
- E/CEPAL/MDM/4/Rev.1 Report on the activities of the CEPAL system secretariat on the problems of youth most closely related to the situation of the family and the status of women. (Education, health and housing.)
- E/CEPAL/MDM/5/Rev.1 Report of the Third Meeting of the Presiding Officers of the Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean. Quito, Ecuador, 11 March 1979.
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- E/CEPAL/VP/M/198 Report of the Seminar for the Caribbean on Caribbean Women and their participation in the economic, political and social development of their countries. Havana, Cuba, July 1979.

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- E/CEPAL/L.206  
Data from censuses and household surveys for the analysis of female labour in Latin America and the Caribbean: Appraisal of deficiencies and recommendations for dealing with them. Zulma Recchini de Lattes and Catalina H. Wainerman, Consultants.
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Documents presented by other United Nations bodies

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Integration of Women in Rural Development. Review and Analysis of FAO Policies, Programmes (1975-1979) and Future Programme Trends (1980-1985). Countries of the Latin American Region (summary paper).

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UNESCO's Contribution to the Regional Conferences in Preparation of the World Conference of the United Nations Decade for Women.

UNICEF

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