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

(Curaçao, Netherlands Antilles, 16 to 19 September 1991)

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A. ORGANIZATION OF WORK

Place and date

1. The Fifth Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean was convened by the Executive Secretary of ECLAC in fulfilment of ECLAC resolution 509(XXIII). The objective of the Conference was to evaluate what had been done to meet the requirements of the Regional Plan of Action for the Integration of Women into Latin American Economic and Social Development in the light of the Nairobi Forward-looking Strategies for the Advancement of Women.

Attendance¹

2. Participants in the meeting included representatives of the following States members of the Commission: Antigua and Barbuda, Argentina, Bahamas, Barbados, Belize, Bolivia, Chile, Colombia, Costa Rica, Cuba, Dominica, Dominican Republic, Ecuador, Grenada, Guatemala, Guyana, Haiti, Italy, Jamaica, Mexico, Netherlands, Nicaragua, Panama, Paraguay, Saint Kitts and Nevis, Saint Vincent and the Grenadines, Saint Lucia, Spain, Suriname, Trinidad and Tobago, United States of America, Uruguay and Venezuela.

3. The following States associate members of ECLAC were also represented: Aruba, British Virgin Islands, Netherlands Antilles and Puerto Rico.

4. The United Nations Secretariat was represented by the Centre for Social Development and Humanitarian Affairs (CSDHA).

5. The Conference was also attended by representatives of the following United Nations bodies: General Agreement on Tariffs and Trade (GATT), United Nations Development Fund for Women (UNIFEM), United Nations Children's Fund (UNICEF), Office of the United Nations High Commissioner for Refugees (UNHCR) and the United Nations University (UNU).

¹See list of participants in annex.

6. The following United Nations specialized agencies were also represented: International Fund for Agricultural Development (IFAD), Inter-American Institute for Cooperation on Agriculture (IICA), International Labour Organisation (ILO), Regional Employment Programme for Latin America and the Caribbean (PREALC), International Maritime Organization (IMO) and World Health Organization/Pan American Health Organization (WHO/PAHO).

7. In addition, the meeting was attended by representatives of the following intergovernmental organizations: Inter-American Development Bank (IDB), Commonwealth Secretariat, Caribbean Community (CARICOM), Inter-American Commission of Women of the Organization of American States (IACW/OAS) and International Organization for Migration (IOM).

8. Representatives of the following non-governmental organizations in consultative status with the Economic and Social Council were present: Category I: International Alliance for Co-operation, International Confederation of Free Trade Unions/Inter-American Regional Organization of Workers (ICFTU/ORIT) and League of Red Cross Societies (LORCS). Category II: Bahá'i International Community, International Federation of Social Workers, Socialist International Women and World Alliance of Young Women's Christian Association (YWCA).

9. The Conference was also attended by representatives of the following non-governmental organizations: Caribbean Association for Feminist Research and Action (CAFRA), Caribbean Policy Development Centre (CPDC), Caribbean Network for Integrated Rural Development (CNIRD), Centre for Feminist Action Research (CIPAF), National Development Foundation of Jamaica, Development Alternatives with Women for a New Era (DAWN/MUDAR), Steering Committee Curaçao and Unión SEPA.

Election of officers

10. The Conference elected the following officers:

<u>Chairman:</u>	Netherlands Antilles
<u>Vice-Chairmen:</u>	Chile
	Cuba
	Guatemala
	Mexico
	Saint Kitts and Nevis
	Venezuela
<u>Rapporteur:</u>	Argentina

11. It was agreed to follow the procedure laid down in sub-paragraph 2) of paragraph 88 of the Regional Plan of Action for the Integration of Women into the Economic and Social Development of Latin America, adopted at the eleventh extraordinary session of

continue their functions until new ones are appointed and will be the link between governments and the secretariat of ECLAC in the field of women's integration in development".

Agenda

12. At its first meeting the Conference adopted the following agenda:

1. Election of officers
2. Adoption of the agenda
3. Report of the Chairman of the Presiding Officers of the Fourth Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean on the work accomplished since the Fourth Regional Conference, including the recommendations of the Presiding Officers
4. Report of the ECLAC secretariat on the activities carried out since the Fourth Regional Conference and submission of documents
5. Country reports
6. Changing production patterns with social equity and the integration of women into the development of Latin America and the Caribbean
7. Evaluation and recommendations of the Fifth Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean
8. Preparations for the Sixth Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean
9. Other matters
10. Consideration and adoption of the report.

Organization of work

13. On 16 and 17 September the representatives made statements in plenary meeting concerning the various agenda items. On 18 September a working group open to all member countries met to prepare draft resolutions to be submitted to the plenary meeting on 19 September. On 18 September a group also met informally to exchange views concerning the country reports.

Opening meeting

14. At the opening meeting, the floor was taken by Ms. Aura Azucena Bolaños de Aguilera, Chairman of the Presiding Officers of the Fourth Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean; Mr. Gert Rosenthal, Executive Secretary of the Economic Commission

for Latin America and the Caribbean; Mr. John Mathiason, Deputy Director of the Division for the Advancement of Women of the Centre for Social Development and Humanitarian Affairs; Mr. Elmer Wilsoe, Governor of Curaçao, and Ms. María Liberia Peters, Prime Minister of the Netherlands Antilles.

15. The Chairman of the Presiding Officers of the Fourth Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean and representative of Guatemala at the Fifth Regional Conference said that she was happy to be in the host country, whose Prime Minister was a good example of the dynamic participation of women in the Caribbean subregion and the significant contribution they were making to development.

16. She recalled that one of the objectives of the present meeting was to review and evaluate the advances and limitations of the tasks delineated by the Fourth Regional Conference. In that regard, one of the effects of the crisis of the past decade had been a deterioration of living conditions in the region, which were dramatically evident in the daily lives of women especially. Accordingly, it was necessary to evaluate whether efforts for the benefit of women in the region were making progress towards changing production patterns with social equity and were in harmony with today's challenges and with the self-identity of the peoples of the region. The Presiding Officers had therefore done their utmost within existing constraints, and had even at times exceeded those constraints owing to their own determination, to ensure that women's issues were strongly represented within regional concerns.

17. Another basic objective of the meeting was to pave the way for future activities, a goal that represented an important challenge to the representatives, who would become protagonists in a process of strengthening regional proposals on changing production patterns with social equity, in preparation for a future that would take into account the cultural roots of Latin American and Caribbean self-identity. The recent meeting of Latin American presidents, and that of the first ladies in the region, were auspicious signs of future joint action between Latin America and the Caribbean to strengthen their ties. She called on the delegations to renew their hopes for successfully coming to terms with the future.

18. The Executive Secretary of ECLAC thanked the Prime Minister of the Netherlands Antilles for her generous support of the secretariat and paid homage to the Presiding Officers of the Fourth Regional Conference for providing the Conference with unusually dynamic leadership in a climate of cooperation among the countries of the region.

19. Although much progress had been made in raising the status of women, much still remained to be done. The countries of the region had experienced profound changes which in many cases had signified

greater marginality and poverty as a result of the economic crisis of the 1980s. That situation had particularly affected women who were in the economically most vulnerable part of the population.

20. For that reason, attempts to raise the status of women made it necessary to venture into the broader question of how to accede to economic and social development. That was why the agenda of the meeting drew particular attention to the changing of production patterns with social equity. He then outlined some of the central ideas behind the proposal of the ECLAC secretariat in that regard, which had met with a very favourable response in the region. The pivotal idea behind the proposal was that changing production patterns must be sustained by deliberately and systematically incorporating technical progress in a setting of greater international competitiveness, with a view to achieving higher and higher levels of productivity. The systemic nature of competitiveness was emphasized; in other words, competitiveness was incorporated into a complete socio-economic system. Microeconomic management was of fundamental importance but it was not enough; it had to be combined with sectoral policies and institutional changes and with efforts to do away with sectoral segmentation with a view to integrating the production system and fostering the gradual homogenization of levels of productivity. The proposed changes in production patterns had to be compatible with both the conservation of the physical environment and with social equity. With respect to the latter point, he said that the incorporation of destitute sectors into activities in which productivity was on the rise was bound to take some time and that was why, in the short run, additional redistributive measures must be taken.

21. The integration of Latin American and Caribbean countries through practical actions could make a vital contribution to changing production patterns. In that connection, he applauded the renewed efforts at trade integration currently being made at the subregional and country levels.

22. He also stressed that economic strategies and policies must be formulated and applied within a democratic, pluralist and participative context, and hence overriding importance must be attached to strategic consensus-building seen as a set of agreements between the leading representatives of civil society and the State. In that regard, the document suggested that a new look should be taken at the way in which the State intervened to ensure that public action had the most positive effect possible on the efficiency of the economic system as a whole.

23. In conclusion, he said that as the countries and societies of the region continued with the arduous task before them, they would create a general atmosphere in which the status of women could be significantly improved and specific action in the various realms which had been debated at past conferences could be incorporated.

24. The Deputy Director of the Division for the Advancement of Women of the Centre for Social Development and Humanitarian Affairs greeted the participants on behalf of the Director-General and noted that, at the time of the Fourth Regional Conference, progress in the field had been insufficient, as had subsequently been confirmed by the review and appraisal of the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women by the Commission on the Status of Women. The Commission had concluded that the efforts of women throughout the world had yet to be translated into improvements in the daily lives of most women and that it was therefore necessary to increase the pace of implementation of the Strategies during the last decade of the century in order to avert a slowdown in economic and social development, a misuse of human resources and reduced progress for society as a whole.

25. An awareness already existed of the objectives embodied in the concepts of equality, development and peace, and the existing obstacles as well as the measures which should be taken had been identified. Thus, it was now time to make the transition from words to action, in keeping with the subtitle of the world conference scheduled for 1995, "Action for equality, development and peace". Accordingly, he suggested that the Fifth Regional Conference should take the following options for action into consideration during its deliberations: the full assertion of the legal rights of women through the promotion of their "legal literacy"; the participation of women in development as businesswomen and market participants; and political participation by women at the national and international levels so that true democracy would be possible, since each election had the potential to be a revolution and women must exercise their right to vote in order to make their interests a part of the political process.

26. After welcoming the delegations attending the Conference, the Governor of Curaçao noted that important and positive changes had occurred in the status of women in the region in recent years despite the fact that the economic and social crisis hindered efforts to achieve an equitable society. The only way to ensure the well-being of a society and the stability and growth of a country was for men and women to share responsibilities on an equal basis. Children should not be deprived of the attention, dedication and care they deserved as a consequence of competition between men and women.

27. The Governor concluded his remarks by expressing his earnest hope that, with the help of all the participants, the Conference would achieve positive results that would lead to the improvement of the position and status of women in Latin America and the Caribbean.

28. In her opening address to the Fifth Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean, the Prime Minister of the Netherlands Antilles, Ms. María Liberia Peters, expressed the hope that the professionalism, dedication and motivation of the participants would lead to the complete success of the deliberations. The main theme of the Conference, changing production patterns with social equity, reflected the ever-growing preoccupation of regional leaders with the plight of thousands of human beings who had become victims of a constantly changing production system that did not in many cases put the welfare of the human being at the centre of its objectives.

29. Today's society was one where advances and modern technologies were developing at an incredible speed as a result of the drive for efficiency and productivity. Unfortunately, the optimization of production activities did not necessarily mean the optimization of the human condition or of human dignity. It was therefore incumbent upon the leaders of the region to place human welfare ahead of mere considerations of productivity, through the creation of a new production order based on the recognition of human dignity, solidarity with the other inhabitants of the planet and the pursuit of the general welfare.

30. In order to make human welfare central to development, a new attitude had to be adopted abandoning traditional ways, reinforcing the creative and ethical elements in the production process and taking into account the marginal groups in society.

31. Turning to international cooperation, she welcomed the trade agreements signed between the European Economic Community (EEC) and the overseas countries and territories, which would give the latter access to the extensive European market.

32. At the national level, women had to be fully integrated into the process of changing production patterns with social equity. An important role that ECLAC could play in that regard would be to determine possible similarities between different countries and encourage and assist joint programmes on a bilateral, multilateral or region-wide basis.

33. Other factors that must be considered in order to bring about such changes in production patterns included fully recognizing the right of women to gainful employment, coordinating women's role of carrying family responsibility with their participation in the labour force, drawing up a legal framework and policies geared towards the adaptation of the labour market, promoting social equity and making private enterprise aware of the need to combine productivity with the welfare of workers.

34. Finally, she emphasized that the family was the most influential community in the individual's development and that its

integrity had to be guaranteed by ensuring the right to housing, adequate income and sufficient time for sharing family life. Therefore, a strong and healthy family environment must be stimulated in order to produce people and leaders who would in the long run shape the destiny of the community.

Adoption of the report

35. The representative of Argentina, Rapporteur of the Conference, submitted the present report, which was adopted together with the comments contained in paragraphs 69 to 72.

Closing meeting

36. At the closing meeting, statements were made by Ms. Margaret Hector of Trinidad and Tobago, on behalf of the Caribbean countries; Ms. Aida González of Mexico, on behalf of the Latin American and Caribbean countries; Mr. Adolfo Gurrieri, Director of the ECLAC Social Development Division; and Ms. Maria Liberia Peters, Prime Minister of the Netherlands Antilles.

37. The representative of Trinidad and Tobago drew attention to the ties that bind the women of the Caribbean nations, and noted the opportunity offered by the Conference for an encounter between them and the women of the sister countries of Latin America, with the common goal of consolidating the advances already made in the movement of women working together, without racial or class barriers. She paid special tribute to the Prime Minister of the Netherlands Antilles, who was an example of sisterhood among Caribbean women and dedication to the cause of women in general. Lastly, she expressed her thanks to the ECLAC secretariat and to the United Nations.

38. The representative of Mexico said that she joined in the thanks expressed by the representative of Trinidad and Tobago and noted the kindness and human warmth shown by the host country. The holding of the Conference in the Netherlands Antilles had strengthened the ties between Latin America and the Caribbean countries. She expressed her gratitude to the ECLAC secretariat and to the United Nations Centre for Social Development and Humanitarian Affairs. Her country would be willing to participate in the forthcoming work of the Presiding Officers, and felt that solidarity among the women of the region was a key factor in achieving the goals of their integration into regional development.

39. The Director of the ECLAC Social Development Division drew attention to the persistence of gender discrimination and the power structure which sustains it, together with the difficulties and challenges to the women of the region represented by the social impacts of the economic crisis and the requirements of changing

world production patterns. He stressed the importance of full political empowerment for women, which was necessary for the consolidation of democracies and for bringing about greater societal equity. The greatest social challenge of the 1990s was to meet women's need to become an active agent in development. Lastly, he thanked the host country.

40. The Prime Minister of the Netherlands Antilles thanked all the delegations present, and said that the Conference had been very fruitful. The participants had nurtured each other, uncovering the existence of similar problems, such as domestic violence and the lack of empowerment of women. The gender issue must be transcended beyond the level of self-interest, and it was important for the countries to work together to overcome the barriers to the advancement of the integration of women into development. The task at hand should be to address human beings of both sexes, so as to take into account the ways in which men were adapting to the new roles being played by women. Lastly, she said that her country would actively participate in the work of the Presiding Officers during the period up to the next regional conference.

B. SUMMARY OF DEBATES

Report of the Chairman of the Presiding Officers (agenda item 3)

41. The Chairman of the Presiding Officers said that their efforts at the national, regional and international levels had been devoted to implementing the proposals for action formulated by the Fourth Regional Conference with a view to responding to the needs of women and their families.

42. At the country level, institutions had been strengthened through the establishment of ad hoc ministries, institutes and offices, the formation of legislative committees responsible for drafting laws benefiting women and the establishment of offices of public defense attorneys for women. The Presiding Officers also had promoted the establishment of urban and rural microenterprises with the support of the United Nations Children's Fund (UNICEF), the Food and Agriculture Organization of the United Nations (FAO), the International Fund for Agricultural Development (IFAD) and the Inter-American Institute for Cooperation on Agriculture (IICA) in order to improve the situation of groups living in extreme poverty. On another front, the Presiding Officers had promoted research on policies for preventing teenage pregnancy and eliminating violence against women, domestic abuse and drug addiction. Moreover, in cooperation with the United Nations Development Fund for Women (UNIFEM), a study had been carried out on the possible means of changing gender stereotypes in school textbooks and a seminar had been organized on gender-based planning in Central America.

43. At the regional and international levels, information on the work carried out by the ECLAC Women and Development Unit and the Presiding Officers had been disseminated, and focal points had been designated throughout the region. The public had been made more aware of the Convention on the Elimination of All Forms of Discrimination against Women, and countries had been asked to observe its provisions or ratify it. The Inter-American Commission of Women (IACW) had been asked to coordinate and intensify efforts in that regard. The Presiding Officers had joined forces with UNICEF, UNIFEM, the United Nations Development Programme (UNDP) and the Pan American Health Organization (PAHO) to implement joint projects and publish documents on women. The work of the Presiding Officers had constantly drawn inspiration from the relevant United Nations agreements, the Nairobi Forward-looking Strategies for the Advancement of Women and the Regional Plan of Action.

44. The report of the Chairman of the Presiding Officers of the Fourth Regional Conference was received with applause by the participants. In response to a request made by the representative of Mexico, the meeting approved the Officers' proposal concerning the functions which future Presiding Officers should fulfil, which reads as follows:

- "a) To follow up on the issues treated by the Conference, studying them more deeply and trying to heighten awareness and bring about a consensus with respect to them among government officials and non-governmental women's organizations, as preparation for the following Conference and as orientation for the substantive work in the countries.
- "b) To promote a broader and more valuable participation in the following Regional Conference, through permanent contact with specific focal points and with government and key non-governmental agencies. Individual Presiding Officers could divide up the countries of the region among themselves, determining where the action of each one could be the most effective in this promotional task.
- "c) To function as a counterpart of the secretariat of ECLAC in identifying issues to be treated and projects of interest to the countries, as well as in systematizing the information concerning these issues found in the countries. To dedicate part of their meetings to a previously selected substantive issue, in order to help further the discussion of that issue from a regional perspective.
- "d) To improve the coordination of tasks with the other agencies working on women's issues. Each member country of the Presiding Officers could do so within its area of regional action.

- "e) To contribute to a better preparation of regional participation within the world-level international agencies concerned with women's issues.
- "f) To make recommendations, by means of a communication from the Presiding Officers to the following Regional Conference, concerning the issues that the Presiding Officers think should be treated at that Conference."

45. The participants also adopted the following recommendations, which had been formulated by the outgoing Presiding Officers:

- "a) To initiate the necessary preparatory tasks for the elaboration of a new regional plan of action, within the framework of the new situation currently existing in the region and the proposal for changing production patterns with social equity. It might be desirable to bring together a group of experts in order to begin these tasks;
- "b) To promote institutional continuity among government agencies created to treat women's issues, proposing that such agencies be created by law and not by decrees;
- "c) To advocate greater coordination of regional positions within the world-level international agencies concerned with women's issues."

Report of the ECLAC secretariat on the activities carried out since the Fourth Regional Conference and submission of documents (agenda item 4)

46. The Chief of the ECLAC Women and Development Unit presented the secretariat documents, which she grouped into four categories: a) working documents that had been specially prepared for the Fifth Regional Conference, consisting of the agendas (CRM.5/1 and CRM.5/2), the report on activities of the secretariat (CRM.5/3) and two substantive position papers, one global and the other relating specifically to the Caribbean (CRM.5/4 and CRM.5/5); b) reference documents, including the reports of the Fourth Regional Conference and of the four meetings of the Presiding Officers that had been held in the interim between the Fourth and Fifth Regional Conferences, as well as the book Los grandes cambios y la crisis. Impacto sobre la mujer en América Latina y el Caribe, which contained the documentation approved by the Fourth Regional Conference; c) studies carried out since 1988, particularly the first eight issues of ECLAC's new Mujer y Desarrollo series, as well as a number of studies on women traders in the Caribbean subregion; and d) a document on the Caribbean which had recently been prepared by an ECLAC consultant and which had been included as reference material together with a selection of ECLAC publications.

47. She noted that the Regional Conference constituted a regular and permanent organ of the secretariat whose creation had been approved by the Governments of the region in 1977 and whose main function was to evaluate achievements in the region and put forward recommendations for improving the status of women in Latin America and the Caribbean. She highlighted the role of the Presiding Officers in that respect and the support which they had provided to the secretariat.

48. In reviewing the activities undertaken by the secretariat since the preceding conference, she explained that at the world level the secretariat's activities conformed to the guidelines laid down by the Commission on the Status of Women, while at the regional level they were in keeping with the recommendations of the members of ECLAC, primarily as expressed in resolutions adopted at its sessions. The above-mentioned activities were outlined in conference room paper CRM.5/3 and, in essence, had been directed towards incorporating women's issues into a broader framework while at the same time seeking to improve the status of women in the region.

49. There was a need to update the current Regional Plan of Action, which dated back to 1977. That need was interrelated with the formulation of a regional position for the forthcoming world conference on women. A way should be sought of involving other countries in the work of the Presiding Officers so as to ensure the fullest possible participation and representation of the countries of the region.

50. With regard to the Caribbean, another representative of the secretariat recognized that the subregion faced the challenge of the willingness of its people to accept changes which would allow for its development within the framework of the international economic environment and the advancement of women in the regional and national context. Governments were faced with the challenge of abandoning conventional policies, while institutions and communities, for their part, had to re-assess traditional practices in terms of transforming women's production from exhibit-oriented objectives into the objective of increasing national and regional productivity.

51. A subregional analysis of the situation of women had shown that the economic base of many Caribbean countries was tourism, trade and services, in which women were major agents, but at the lower-paid levels. Human resource development and regional integration, adopted as strategies to redress existing imbalances, should consider the factors of race and ethnicity as well as the de facto structure of the Caribbean family, for those factors impinged on the level and scope of participation of people in Caribbean development.

Country reports (agenda item 5)

52. In their statements, the representatives of the participating countries again thanked the host country for its splendid hospitality.

53. The representative of Venezuela drew attention to the fact that for the past 16 years the Government of her country had been making a continual effort to systematize the institutional structure through which public authorities addressed women's issues; its experience in that regard was reflected in the coexistence of a number of stable institutions, including the Ministry for the Advancement of Women and the Advisory Commission on Women for the Office of the President, both of which had been established in 1989 to lay the groundwork for the creation, by means of legislation currently being debated in Congress, of a national women's council that would function as an autonomous body attached to the Office of the President.

54. In discussing some of the most important advances made during the period 1988-1991, she referred to various women's projects which had been undertaken in addition to broad-based social policies being pursued by the Government through other ministries. Multisectoral projects mentioned in that connection included initiatives for preventing teenage pregnancy and for coping with the problem; establishing centres for the comprehensive care and advancement of women; strengthening women's civic role in society; promoting household-oriented social economics; and eliminating violence against women.

55. Sectoral projects were also being carried out in the legal, social, educational and economic spheres, as well as with respect to the communications media, organizations, participation and leadership, peasant and indigenous women, the environment and the community. Projects concerning international affairs were also being implemented.

56. Women were playing an increasing role in politics, education and the workforce, but still had a long road to travel. In that connection mention was made, inter alia, of the plan of action for the full and equal participation of women in politics, which proposed a series of measures for enhancing women's presence in that sphere.

57. The representative of Bolivia, speaking on behalf of the Chairman of the National Board of Solidarity and Social Development, said that the Board, which was attached to the Office of the President of Bolivia, headed the country's social sector. Its major purpose was to implement the Government's social policies, including those concerning women, minors, families and communities.

58. She provided some biodemographic data on her country, noting that women constituted more than half the population, and that more than 50% of the population was under 19 years of age. Figures on life expectancy at birth, infant mortality, maternal mortality and illiteracy indicated that Bolivia was the poorest country on the continent.

59. Since 1989, the basic function of the National Board of Solidarity and Social Development had been to systematically prepare plans, programmes and specific projects to revalue the role and participation of women at various levels. She cited some examples of the work being done by the Board, which included a multifamily soup kitchen programme, a number of polyclinics, the Tarija Training Centre for Women's Affairs and a pilot project to provide US\$50 loans for family-based production activities. Since Bolivia's ratification of the Convention on the Elimination of All Forms of Discrimination against Women, the National Board of Solidarity and Social Development, with UNICEF support, had promoted the publication of an initial report on Bolivia. In that regard, despite her country's efforts, discrimination persisted because of women's own lack of information, fear, ignorance or poverty, or owing to extreme paternalism and other such factors.

60. Lastly, she said that a description of a pilot project on temporary shelters for abused women would be distributed to the delegations for their consideration.

61. The representative of Trinidad and Tobago said that although the country's Constitution guaranteed the equal status of women, many women did not know their rights or how to seek the enforcement of those rights. The unfavourable economic situation in her country was of specific concern to the women of the nation, not only because a large percentage of the unemployed were women, but also because 25% of the households in Trinidad and Tobago were headed by women between the ages of 25 and 44. National machinery had been established for the integration of women into development so as to ensure the implementation of the Government's policy in that respect. Its basic objectives were to sensitize women to the need to develop their potential economic and political power and to create an informed approach to the role of women in society. The machinery was composed of the Women's Bureau, the Inter-Ministerial Committee, the National Council for Women and the Non-Governmental Organization Committee. The representative then gave a brief overview of the functions of the above-mentioned bodies.

62. The Government was concerned with the high rate of unemployment of women and had undertaken the organization of several seminars and the preparation of a number of studies on that topic. In reference to the subject of social legislation aimed at eliminating discrimination, mention was made of the country's ratification of the Convention on the Elimination of All Forms of Discrimination against Women and various important pieces of

legislation on, inter alia, domestic violence, sexual offences and matrimonial proceedings and property, as well as the Government's proposal for the establishment of a special court to deal with family matters. The representative also drew attention to her Government's collaboration with various non-governmental organizations and United Nations bodies. Significant progress had been made with respect to the status of women in Trinidad and Tobago over the past ten years in a variety of areas, including sports, science and politics, and it was now necessary to consolidate those advances through the provision of more information and public education regarding women's issues, as well as ongoing legislative reform.

63. The representative of Dominica said that women in her country had actively participated in national development, both as heads of household and in the labour force. Although the Constitution of Dominica and the national policy on women provided for equal opportunities for all members of society, the principles of equality were not always applied because of traditional and cultural values often propagated by men and women themselves. There appeared to be a deep-rooted reluctance among women to accept responsibility in the field of politics, for example. Some discrimination still existed in the criminal and civil codes, the review of which was proceeding very slowly. While unemployment among males was approximately 7%, among females it was as high as 17%, and most women were still employed in the informal sector. Violence against women was a reality at all levels of society, but its impact was felt most at the lower socio-economic level.

64. Despite the existing problems, Dominican women had proven their worth as heads of household and managers in both the private and public sectors with no visible discriminatory barriers, and the Government, non-governmental organizations and the private sector had done much to empower women and improve their living conditions. Government programmes and projects had been established to deal with child abuse, adolescent mothers, the problem of women having to carry water long distances and domestic violence against women. The National Development Foundation and other groups had supplied technical and financial support for income-generating projects, and the youth training programme had provided nearly 200 jobs. The primary focus for the future was economic equality, including women's access to credit, time-saving technologies and incorporation into the decision-making processes. Empowerment for women through education and training was another important need. The importance of involving men more fully in the whole process of child-rearing and family management could not be overemphasized, since that involvement could only enhance community and national development.

65. The representative of Grenada, referring to existing data on the situation in her country, said that the majority of women had great difficulty in meeting the everyday needs of their families,

for which they had the major responsibility, a fact which had serious implications for their circumstances in general. She drew attention to the need for support services for women in terms of child care, physical and mental health care and legal counselling. She especially noted the key role which education played in her country. Despite the fact that Grenadian women were more educated than men, they had lower status and lower paying jobs, owing to the shortage of options available to them. There was a need to review curricula and programmes to ensure that young women were well prepared for a wide range of jobs. In that respect, there had been a slow but gradual increase in the number of women in decision-making positions in the private and public sectors, and a greater level of awareness about women's issues now existed. The process of dialogue and discussion with women that had begun in the late 1970s must be continued among women themselves as well as extended to policy-makers, decision-makers and planners, who often found it difficult to accept that the gender perspective must influence their policies and decisions. She drew attention, lastly, to the need for continued research on women in Grenada.

66. The representative of Aruba said that although women were active in the development of Aruban society, they were not given equal access to all the opportunities available. Her Government felt that its role was both to facilitate access to existing opportunities and to provide incentives to the private sector so as to complement that effort. Since one of its priorities in that regard was to regulate access to the labour market, it had taken a number of measures such as the enactment of a law on the separation of taxes, which had not yet been ratified by Parliament; the provision of children's allowances for unmarried mothers in the public sector; and the guaranteeing of free housing for low-income earners, most of whom were female heads of household, to enhance women's access to the labour market.

67. The representative of Barbados said that since its independence her country had undergone significant social and economic changes which had been beneficial to women. The Government of Barbados was committed to implementing a substantial programme to eliminate discrimination against women. A National Commission on the Status of Women and a Bureau of Women's Affairs had been established in 1976; Barbados had ratified the Convention on the Elimination of All Forms of Discrimination against Women; and the Second National Advisory Council on Women had been inaugurated in 1991 as part of the Plan of Action for the Integration of Women in Development. Barbadian women currently participated in every area of productive activity and constituted 48% of the labour force. The establishment of a specific business programme for women had demonstrated the sound creditworthiness of women and had increased the number of economically active women from 36% in 1970 to 64% in 1990. Efforts were being made to cushion the impacts of structural adjustment measures on women.

68. To address the problem of violence against women, legislation was currently being introduced and non-governmental organizations and the media were participating in consciousness-raising activities. Barbados had also participated in regional efforts in that regard, and had provided expertise to IACW/OAS in the preparation of a convention on violence against women. The Government had made a commitment to improve the decision-making position of women, in both the private and public sectors. Other concerns of the Government included health and the environment, programmes for adolescent girls and elderly women, early detection and treatment of cancer and the fight against AIDS. Although great strides had been made, there was a need for more access to capital and credit facilities, more staff for the Bureau of Women's Affairs and more technical assistance in order to change production patterns and facilitate the achievement of equity. Other obstacles included the possible adverse effects of structural adjustment measures and the limited representation of women in politics as leaders.

69. The representative of Argentina reaffirmed her Government's offer to host the Sixth Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean in 1994. Since her delegation had already presented a complete report on the status of women in Argentina, her current statement would concentrate on political considerations.

70. She stressed that as a result of the major changes that had occurred at the international level, her country and the other countries of Latin America and the Caribbean were faced with the challenge of attaining sustained growth. The dizzying pace of the world economy had forced the countries of the region to seek a new way of participating in it; however, the costs of such adjustments had been borne by the most vulnerable segments of the population, which included women. In view of that situation, it was vital to foster not only economic regional integration, but also social and cultural integration in a way which would emphasize non-controversial aspects that were in the common interest. In that respect, Argentina, Brazil, Paraguay and Uruguay had established the Southern Cone Common Market (MERCOSUR) in order to combine theory with practice.

71. Her Government was contemplating effectively incorporating women into the production process by training them in modern technology and setting up training policies and industrial skills reconversion programmes in areas where their work could be recorded in the Gross Domestic Product. Within the framework of development with equity, the issue of women should be included in government and regional integration policies. Key topics such as the family, population, migration, human settlements, labour, health, education, culture, the environment, drug trafficking, drug abuse, AIDS and the sale and prostitution of minors were the central concerns of women's programmes.

72. Finally, the challenge facing the Fifth Regional Conference was how to combine the new thinking on development with the effective incorporation of women into politics and into the processes of production, since effective development was not possible without the integration of women.

73. The representative of Guyana expressed her country's interest in the work of ECLAC and in regional integration activities. Her country was currently waging a war for economic survival and prosperity and for efficient performance. The aim of the Women's Affairs Bureau was to identify practical strategies which would ensure that women were better off. An integral component of the Economic Recovery Programme launched in 1989 was the Social Impact Amelioration Programme (SIMAP), which was introduced to help stabilize the economy and served primarily as a mechanism to fund small-scale projects for the benefit of the most vulnerable segments of the population.

74. Some of Guyana's achievements included nutritional programmes, the development of the craft industry, studies on women traders, management workshops and communication projects in the area of health, water and sanitation. Some traditional barriers to women's advancement in the professional and technical stream of the public service had been removed and legal reforms had been passed to ensure the elimination of all known forms of discrimination against women. She briefly outlined some of the country's needs, which included a revolving loan fund for low-cost housing for low-income women, an adequate supply of pure water in rural areas and a programme on the effects of domestic violence. In order to attain the objectives of women's participation in development, her Government would implement strategies which included the establishment of community support groups, public education programmes, greater access to credit and the extension of day-care services for the children of working mothers. In this context she further stressed the need for data collection.

75. The representative of Nicaragua expressed satisfaction at the fact that her country had a woman President who was sensitive to social issues and had implemented a programme of national consensus-building and reconciliation and had devoted special attention to the establishment of machinery to improve the status of women. Under that programme, the President had provided support to the Nicaraguan Institute for Women, whose aims were to promote and develop socio-economic projects geared towards improving the living conditions of women and their families, particularly female heads of household, since a quarter of the households in Nicaragua were headed by women. Some of the projects that had been developed included a microenterprise programme, which promoted the training and financing of female heads of household so as to enable them to manage their own enterprises, and fostered job creation; programmes to alleviate the effects of the adjustment process required to bring down inflation, such as an assistance fund for the

disadvantaged sectors and an emergency social investment fund that promoted the training and insertion of women in non-traditional activities; pilot projects for training women in the rural areas which included day-care centres and health clinics.

76. The Nicaraguan National Assembly had established the Commission on Women and the Family to provide legal protection for women and the family, and the Institute for Women had provided assistance in the organization of the Fifth Meeting of First Ladies of Central America, to be held in Managua in November 1991, whose theme would be Women, Environment and Development. Lastly, she called for cooperation in order to achieve smooth communications with the countries attending the meeting and hence foster the exchange of information about successful programmes.

77. The representative of Uruguay said that the history of political and social movements in her country, whose efforts in favour of the status of women dated from as far back as the end of the nineteenth century, had been reflected in the public policies and legislation of the period. She noted that as a result of those early successes, a myth had sprung up that men and women were equal before the law, a myth which was considered as the sole yardstick for social conduct and behaviour, thereby slowing down the momentum of the women's movement. From 1984 onwards the issue had again come to the fore and had begun to be studied in centres of learning, political parties and trade unions, many of which had set up special secretariats or commissions for that purpose.

78. In 1987, the Women's Institute and Women's Bureau had been established as State bodies with complementary functions. Currently, the Institute was the national body legally responsible for shaping social policies for women and was a ministry department under the Ministry of Education and Culture. It had been decided to take a fresh approach to national social policies. Currently, the Institute was contemplating the establishment of forums for dialogue with the country's non-governmental organizations concerning women's issues.

79. With regard to the situation of women at the sectoral level, she said that, even though her country had ratified most of the conventions of the International Labour Organisation in favour of working women, discrimination against women and differences of treatment still existed in practice in the workplace. The country's Constitution guaranteed free and compulsory education for both boys and girls, the illiteracy rate was one of the lowest on the continent and the situation of women in that regard was particularly favourable. There was still a problem, however, with respect to the contents of education, which had not been changed substantially to adapt to new situations.

80. In the area of health, female-headed households were among the highest risk groups, and most of those households were not members

of any medical assistance schemes. As a result of changing sexual behaviour patterns in young people, there had been an increase in the number of teenage pregnancies. Special efforts were being made to promote pre-natal checkups. On the nutritional problems that had cropped up in the country in the 1980s as a result of the country's general economic situation, which particularly affected women and children, she said that supplementary food programmes were being implemented. Although the problems of abuse of women had been kept relatively hidden, they did exist, and therefore legal bodies had been set up to investigate, prevent and treat them.

81. Lastly, she noted that although Uruguay had relatively advanced legislation, there were still some loopholes which adversely affected the status of women.

82. The representative of Mexico said that, at such gatherings, country representatives should be given more time to exchange ideas on the results obtained in their respective countries by various programmes on the integration of women into development.

83. The document presented to the Conference by the National Council on Population of Mexico explained the concrete aims of the modernization process in Mexico; described the situation of women and their participation in economic and social activities, focusing particularly on women of the popular urban sector and rural areas; and discussed the activities being carried out by the various federal government bodies which together comprised the National Programme on the Participation of Women.

84. One of the main programmes was the one called "Solidarity with Women", whose basic premise was that the daily work of women was socially productive and that women therefore needed the support of society in order to improve their status with respect to jobs, income, education and health care. Moreover, since women were part and parcel of society and were active agents of change, the programme stressed the organization of women's groups in order to promote integral community development, especially in rural areas and marginal urban areas where the levels of poverty and inequity were highest.

85. Another topic of crucial importance was that of violence against women, which covered sexual and emotional abuse as well as bodily and psychological harm stemming from physical abuse. Accordingly, a number of women's organizations had united under an umbrella group called "Plural", which had submitted a bill to the legislature with the aim of introducing the relevant amendments to the Penal Code. Also, at the government level, the Public Prosecutor's Office and Department of Justice of the Federal District had established specialized agencies attached to the Office of the Attorney General to provide special, differential attention to victims of sexual offences.

86. Finally, she said that the economic crisis had severely affected women of the low rural and urban strata, and programmes designed for such women should therefore be readjusted and reoriented on an active, continuing basis.

87. The representative of Haiti said that various factors were hampering the full integration of women into the social and economic development of her country. Women played a predominant role in the economy, as shown by the fact that the economically active female population accounted for nearly 50% of the total labour force, especially in agriculture (60%). Nevertheless, there had been an increasing "defeminization" of the agricultural sector, as the application of customary inheritance laws gradually barred women from owning or holding land. As a result, more women had become involved in the informal trade of commodities, a sector where, despite the fact that hardly any credit was available, they had been running a rural-urban supply network that covered the whole country and even the rest of the Antilles and Panama.

88. In the area of health, the predominant problem was maternal malnutrition, which resulted in a high rate of neo-natal mortality. Women's chances of becoming ill were heightened by the crushing household chores they had to do, the lack of adequate medical care and other causes.

89. As a result of that unbearable situation, the women of Haiti had organized a mammoth protest rally in 1986 to demand radical changes in the status of women. In response to those protests, the current Government, which was determined to change that situation and recognize the ability of Haitian women, was studying the possibility of setting up a ministry of women's affairs and had already appointed women to key posts in the social affairs, finance, foreign affairs and information ministries.

90. The representative of Chile said that she was happy to participate in the present Conference on behalf of the democratic Government re-established in her country in 1990, which had accepted the challenge of strengthening democracy, ensuring growth with equity and justice and fully reincorporating Chile into the international community. That was the context of the actions it had undertaken concerning the situation of women. From the 1980s onward, an autonomous women's movement had been by and large consolidated and had played an important role in the rebuilding of democracy in Chile by elaborating and incorporating women's demands and proposals into the projects of the democratic Government. With the help of non-governmental organizations, women's groups had also been a key factor since 1975 in the study of women's issues, through the establishment of academic centres.

91. A national women's service (SERNAM) had been established by law in January 1991. It was a decentralized, autonomous agency with its own resources, headed by a government official with ministerial

rank. Its main objectives included coordinating, planning and proposing policies, plans and programmes to achieve the full equality and incorporation of women into all areas of national life, and to work for the elimination of any practice that discriminated against them. That agency had defined three levels of action: interministerial coordination, execution of its own programmes, and communication. The agency's programmes included efforts to achieve legal, administrative and regulatory reforms; employment incentives; gathering and disseminating information; support for female heads of household, especially programmes to eradicate family violence by making the public more aware of the effects of such behaviour on people's lives.

92. In the framework of reform of the Chilean State by applying policies for promoting decentralization and local participation, she emphasized the value of opening spaces at those levels, since they provided favourable conditions for women to become relevant actors in development programmes. Faced with the challenges involved in building a new international order, women had a key role to play in achieving development, peace and social justice. In that regard, she pointed out the need to support the elaboration of a new regional plan of action.

93. In her report, the representative of Cuba referred to the First Ibero-American Summit held at Guadalajara, where the leaders of Ibero-America had first met to call for integration. She placed in that same context the Fifth Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean, calling for the countries of the region to unite, and stressing that integration was imperative for development, especially in the present circumstances.

94. Recalling what had taken place since the Fourth Regional Conference, she recognized the efforts of the Office of the Executive Secretary of ECLAC, and especially those of the Women and Development, to support policies for the advancement of women in the region. She drew particular attention to the working document prepared for the Fifth Conference, which had made a strong effort to place the debate about the situation of women into the broader discussion of the current concerns of the countries of the region. The ideas put forward in that document constituted the theoretical and conceptual framework which, enriched with the contributions from discussions during the Conference, would provide the basis for setting priorities and objectives in the efforts being made to promote qualitatively greater participation of women in Latin America and the Caribbean. Speaking of the future role of the Presiding Officers, she highlighted their importance as a coordinating mechanism and noted a number of actions that should be undertaken to make it function more efficiently. There was a need, inter alia, to give more attention to the priority issues being debated at international women's meetings, as well as to examine

conceptual issues involving regional problems, which would provide an overall view of the region.

95. With respect to her country's progress towards achieving the full participation of women in economic, political, social and cultural life, she mentioned the high participation of women in scientific and technical fields; achievements in health care, in which levels comparable to those of highly developed countries had been reached; the establishment of houses for assistance to women and women's studies chairs in Cuban universities. Not every problem, however, had been solved, and much remained to be done. Finally, she referred to the problems that Cuba was currently facing and the need for the solidarity, confidence and respect of the Latin American and Caribbean community. The region's integration process primordially required respect for the self-determination of its peoples.

96. The representative of the Bahamas said that the service-oriented nature of the economy was based on tourism and finance, and that the recent slowdown in those sectors had adversely affected the situation of women. The dearth of women at the decision-making level of political life was a major concern, but on the other hand significant strides had been made in the fields of education and health. Another area of achievement was legislation, in particular the passing of the Sexual Offences and Domestic Violence Act.

97. Her Government's major concerns included serious problems concerning the family, the increasing incidence of violence against women, child abuse and teenage pregnancy. She noted with satisfaction that the number of States parties to the Convention on the Elimination of All Forms of Discrimination against Women was increasing and said that urgent attention was being given to the early ratification of the Convention by the Bahamas.

98. The representative of Antigua and Barbuda said that her Government had recognized the work of the Women's Desk by upgrading it to Directorate of Women's Affairs. Its achievements included the development of a national policy for training young women, and women in general, for self-employment and running small businesses. Furthermore, collaboration and networking with national and regional governmental and non-governmental organizations had been given special priority. A project on research and information concerning women was being implemented to meet the need for qualitative and quantitative data.

99. The representative of Puerto Rico began her report by reaffirming the bonds that united her country to the Latin American and Caribbean region, especially those of language and culture. After offering a broad picture of the situation of Puerto Rico, including demographic data showing changes in the structure of families and the new situation of women, she said that women had

had to overcome highly inequitable participation in education. With regard to employment, she pointed out that women workers were not found in all industrial and occupational categories, but were concentrated in the more traditional categories, although there had been notable growth in the number of women working in financial services, commerce and government.

100. Women had used many different strategies to combat discrimination. Important advances had been made in legislation, especially with respect to marriage and divorce, and protection for working mothers. Affirmative action plans for promoting the employment of women had also been made. Special care was being taken at the educational level to avoid sexist stereotypes, to promote equity between the sexes and to provide instruction about human sexuality. Laws to protect against sexual harassment in the workplace and domestic violence were very important. The participation of non-governmental organizations had been key in achieving all those advances. Although today's social climate was more favourable for equitable treatment, women still faced instilled patterns of discrimination, as well as other new and more subtle forms, such as manifestations of sexism in the workplace. Changes in the workforce called for developing policies which incorporated that reality. The Governor's Commission on Women's Affairs had recognized the need to encourage discussion of questions concerning women, work and the family. For that purpose, a national-level meeting had been held in March 1991, and steps had been taken to promote strategies to change the formulation of public policies.

101. The representative of Guatemala said that the work of the Presiding Officers of the Fourth Conference had been fruitful, and that her country valued the Conference as a way of participating in the family of nations. She paid special tribute to the work of the ECLAC secretariat in relation to women's issues. The Fourth Regional Conference, which had been held in her country, had taken place at a time when the country was returning to democracy after a difficult period that had had tremendously negative effects on social life in general and women and families in particular. She drew attention in that regard to the work done by Ms. Raquel Blandón de Cerezo on behalf of women as one of many efforts to reorganize democratic spaces in Guatemala and provide room for grass-roots and women's organizations. That work was currently flourishing through networks established with the cooperation of non-governmental organizations, women's cooperatives and women's human rights groups.

102. Efforts to integrate indigenous women into development had received the help of a number of agencies, such as FAO, UNICEF, IFAD and IICA. Women working in maquiladoras, where abuses existed, were another subject of concern. Government policy defended the dignity of the human being and the worker, and sought to improve hygiene and health in the workplace. It was a question of going

beyond mere legal protection for women, and of taking a stand against impunity for those who abused them. Projects existed to clean up the environment, linking environmental and women's issues, since women were considered to be the guardians of humanity's resources.

103. Finally, she highlighted the initiative and creativity of the Guatemalan people, whose rich culture allowed them not only to aspire to survival but also to be a fully democratic nation. She pledged that her country would make every effort to achieve that end and called for more international cooperation.

104. The representative of Jamaica said that the status of women in her country had to be understood within the context of the structural adjustment imposed by IMF, which had virtually erased measures to protect the poor and had triggered a continuing rise in inflation. Despite major achievements by women in various spheres, together with an increased awareness of gender issues and a planning machinery which presented itself as being gender-neutral, employment and wage policies continued to be biased in favour of men.

105. In order to rectify that state of affairs, the Bureau of Women's Affairs and national women's organizations were seeking to integrate women into economic and social development, primarily through education and training.

106. She proposed a number of strategies for enhancing the status of women, including networking with traders' associations in order to improve the marketing and distribution of indigenous products, adopting protective measures to support social services, promoting training programmes for women, empowering women working in the agricultural sector, creating a central database on women and increasing women's participation in politics.

107. The representative of Suriname said that the serious economic crisis in her country particularly affected female heads of household who had to resort to working more hours and at several jobs in the informal sector in order to be able to meet the fundamental needs of their family. Paradoxically, there had been a rise in women's economic activities amidst growing unemployment of women in the formal sector.

108. In view of that situation, the Government had established the National Centre for Women in order to implement its policies on the emancipation of women and their integration into the development process and foster the political and social awareness of women. In order to do so, the Government, with the assistance of the National Centre for Women and various governmental and non-governmental organizations, had sponsored the introduction of legislative reforms in favour of women, and had sought to increase the organizational level of women, enhance their participation at the

managerial and policy-making level and provide them with access to education, health care, gainful employment and social welfare.

109. Finally, she proposed that ECLAC should assist in creating facilities that would enable women involved in income-generating activities to have the opportunity to increase their production and income, to develop new products and to create new market possibilities.

110. The representative of the Dominican Republic alluded to some of the factors that had led to important changes in the structure of the Dominican family and had had an impact on the women of that country. She drew attention to the rapid integration of women into the job market as a result of the economic crisis of the 1980s, the significant increase in the life expectancy of women in relation to men and the trend towards smaller families. With respect to the situation by sector, she said that there was equal participation in education in her country, although discrimination persisted in training for the technical trades. Women had increased their participation at the university level, although remaining mostly in the professions where they had traditionally been strong. With regard to employment, she noted that women were integrated into the services sector. Women were not treated the same as men with respect to wages and access to managerial positions. Turning to the organization of Dominican women, she stated that they had increased their participation in political parties, that more than 70 women's organizations were in existence, and that a body to coordinate non-governmental organizations concerned with women had been set up. Although progress with regard to the participation of women in politics had not been very significant, advances had been made, and she cited some figures on the parliamentary and political representation of women in her country.

111. The Convention on the Elimination of All Forms of Discrimination against Women had been ratified by her country in 1982, and an Office for the Advancement of Women had been established as a State agency responsible for the coordination, programming and execution of policies. That Office was developing three lines of action: policies for the participation and development of sectoral programmes for women, including a project to reform current legislation in order to eliminate discrimination against women; programmes for training and research, especially a project for gender education supported by the Ministry of Education, Fine Arts and Workshop, other national consciousness-raising activities supported by UNICEF and a number of international seminars on women's issues; and support for non-governmental organizations through the coordinating body mentioned in the preceding paragraph.

112. Despite the progress of women in the country, there were still serious obstacles, in particular discriminatory laws and a lack of motivation on the part of male legislators to promote projects in

favour of women. There was a need to amend legislation, obtain statistical information broken down by gender, avoid the concentration of power and decision-making among men at the public and private level and also in political parties, modify gender-based criteria and stereotypes in the educational system (a project was being developed specifically for that purpose) and overcome the financial constraints affecting projects for the benefit of women. She drew attention to the weight of family and domestic responsibilities, which made it more difficult for women to develop as persons.

113. Finally, she expressed her support for the proposal of the Presiding Officers to revise and update the Regional Plan of Action for the integration of women and also suggested that ECLAC should continue to develop research and training programmes for the advancement of women along the lines of the priorities already identified, and that it should examine the possibility of supporting projects for confronting the current problems of subsistence faced by women living in poverty.

114. The representative of Costa Rica said that it was imperative to apply the Convention on the Elimination of All Forms of Discrimination against Women, signed by her country in 1984, so that the gender issue could be dealt with by society as a whole, as part of a concept of development in which growth was in harmony with improving community living conditions. Her Government had defined an overall strategy for development with social justice, within which the consideration of the family and the specific situation of women were priorities within the more general context of social policy. After outlining some aspects of that strategy, she highlighted the creation of the Inter-Agency Commission for the Professional Development of Women, as well as the strengthening of the social sector of production, with a view to improving conditions for thousands of small agricultural producers, both men and women. The submission to the Legislative Assembly of a bill proposing the establishment of an institute for women, and the inauguration of the programme of community centres, were two of the most recent government actions to upgrade the State's response to the growing demands of the women of her country.

115. Costa Rican society had yet to overcome, however, the historical and cultural patterns that placed women in a clear situation of social inequality. Although it was true that women had increased their participation in the secondary and tertiary sectors of the economy and that laws had been promulgated in their favour, it was also true that women from low-income sectors had not succeeded in becoming part of the formal process of the economy nor had they benefited from legislation. Lastly, she listed the main obstacles to a real incorporation of women into the country's economic and social development process, along with some of the means for overcoming them.

116. The representative of Panama began by referring to certain demographic facts about women. Fertility rates had declined, owing to social changes, new patterns of employment and greater knowledge of birth control methods. Turning to the social aspects of their situation, she said that more and more women were participating at all levels of education, with no apparent discrimination, but that there was still a tendency for women to specialize in the areas traditionally set aside for them, and that course contents were sexist and still transmitted gender stereotypes. Illiteracy continued to be a problem among indigenous women. The main cause of death among women was cancer of the reproductive organs. Maternal mortality in rural areas was twice as high as in urban areas.

117. The participation of women in the job market was affected by Panama's socio-economic and political crisis over the last three years of the 1980s. There were income disparities between men and women employees, despite the fact that the educational level of women was higher. Those disparities were greatest in the informal urban sector. Women were more severely affected by unemployment, and the percentage of women as heads of household was on the rise.

118. Women's impact on politics was limited, and there were no policies explicitly designed for women, nor was there an office for women's issues. Actions along those lines tended to be scattered, although some non-governmental organizations of women did exist.

119. The representative of Ecuador proffered some significant figures concerning the situation of women in her country. With respect to their reproductive role, she pointed out that some 50% of those giving birth were less than 25 years of age, and that 80% of those who had formed couples were victims of some kind of violence, that the majority of Ecuadorian women either married or formed couples when they were still adolescents, and a third of them had their first child before 20 years of age. The fertility rate was relatively high, and a large proportion of children and mothers suffered from some degree of malnutrition.

120. Women were mostly employed in the tertiary, or services sector, especially in the informal sector and as domestic servants. Only a minority participated in politics, and clearly on an unequal footing. The National Office for Women had been established as late as 1970. In 1986 it had been transformed into the Bureau for Women, dedicated to programmes to assist women. A National Council for Women had been formed, which excluded the most representative organizations. Women activists had succeeded, however, in convincing the State that discrimination against women was a serious problem, not just for women but for the whole nation. The social development projects currently under way predominantly included those designed to deal with women's precarious socio-economic situation and to give them the opportunity for community service. But the gender dimension which should be part of

every development strategy had not yet been incorporated into that panorama.

121. The representative of Colombia said that her country was undertaking profound political, economic and social reforms, and that in that context the President's Council for Youth, Women and the Family had been established in 1990 to formulate an overall policy and carry out a national plan to advance the status of women. For the first time, an integral policy and a regulatory agency to enforce it had been put in place. Colombia had made progress in the advancement of women, but discriminatory practices still existed, and the persistence of certain cultural patterns masked or even denied the productive value of women's work in ensuring the survival of their families and children. The burden of adjustment processes had been absorbed by overexploiting women in a situation where the organization of the family and sexual behaviour were changing, and the percentage of households headed by women was increasing.

122. The core strategy of the integral policy that had been defined was to incorporate a gender perspective into development planning and into the formulation of policies, plans and programmes; sensitize society as a whole to the importance of women's role; coordinate efforts with non-governmental organizations and international cooperation agencies; promote cross-sectoral and interagency coordination, and strengthen the State's institutional capacity to deal with women's issues. Actions had been undertaken, inter alia, to disseminate information on the policy, consult with grass-roots organizations and coordinate efforts throughout the country. Among the programmes under way, she made special mention of one entitled "Development of families headed by women", another to promote the establishment of family courts, campaigns to control domestic violence and programmes dealing with female employment to promote and develop women's role in production on an equal footing with men in the framework of the new model of economic development. That was a challenge facing all the countries of the region, and she emphasized Colombia's willingness to participate in efforts to achieve the integration of women.

123. The representative of Saint Lucia said that national machinery for the integration of women in development had been established within the Ministry of Community Development, Youth, Sports and Social Affairs, and that in the past three years women's caucuses and advisory bodies had been formed in various public and private sector organizations to represent the interests of women. In 1991 the Cabinet of Ministers had adopted a national policy statement on women, based on the following broad principles: ensuring that women's reproductive function did not lead to continued marginalization of their talents and time; providing human and financial support to women; promoting a positive image of women; and fostering access by women to information, opportunity and positions of authority. As part of the implementation strategy,

liaison persons had been appointed in relevant ministries to ensure gender considerations in matters of policy and the planning and implementation of programmes. Support services such as day care centres, a legal aid clinic and additional adult education centres had been set up to assist women. There was still, however, unequal representation at both management and leadership levels and a disproportionate sharing of household responsibilities.

124. A women's information centre had been set up to encourage the reporting of cases of domestic violence and child abuse. Social legislation in favour of women in areas such as divorce and the hearing of cases of sexual assaults had been reviewed. The section of the Labour Code dealing with women had also been reviewed and recommendations made to remove all discriminatory laws and/or clauses. In the context of changing production patterns, the issue of gender equality remained a challenge which must be addressed in the quest for social equity. There was a need for more research on the activities of women, particularly in the informal sector, and in that context, needs assessment surveys were being carried out in targeted areas. Special assistance to teenage mothers was another desirable goal. Now that the Government was committed to a policy on women, the support mechanisms were being created to enhance women's participation and full integration in the country's development.

125. The representative of the Netherlands Antilles, after noting that it was a great honour for her country to host the Fifth Regional Conference, summarized the progress made since 1988 in terms of the Regional Plan of Action and the Nairobi Forward-looking Strategies. Advances relating to women in the labour force and the educational system had been made in such areas as support services for working women, equal pay for men and women, improved conditions for women traders and special vocational training and on-the-job retraining to enhance employment opportunities. Through a non-governmental organization, special attention had also been devoted to illiteracy, which had long been neglected. At the non-governmental level, much had been done to assist women in general.

126. In the area of women and health, the Government had been working, inter alia, in the following fields: the preparation of a general health insurance act and of a law regarding patients' rights; AIDS research and an AIDS awareness programme; the design, together with PAHO, of a general health plan; and the upgrading of health service personnel. Initiatives in areas relating specifically to women's issues included training for professionals dealing with violence against women; the establishment of a shelter for young girls who must leave home due to pregnancy or domestic violence; the organization of programmes to provide sex education and information on family planning to young people as a means of countering the steady increase in teenage pregnancy; a project to provide information on nutrition in low-income neighbourhoods and

the establishment by non-governmental organizations of homes and retraining programmes for female drug abusers. Furthermore, during the preceding month the Kingdom of the Netherlands had ratified the Convention on the Elimination of All Forms of Discrimination against Women, and the Government was already working on the adaptation of laws regarding the family. The Women's Bureau, which was responsible for coordinating inter-departmental policy on women and development and forming a link between the Government and non-governmental organizations, had been reopened at the highest level of government. Lastly, she underscored the need for women's issues to be taken into consideration within the framework of the available funds and policies of donor countries and agencies in order to help the Netherlands Antilles reach the goals of the Nairobi Forward-looking Strategies and the Regional Plan of Action.

127. The representative of Belize said that her Government had set up a Department of Women's Affairs which was responsible for Women in Development (WID) projects, research, social services and coordination with development agencies, and that after a decade of WID activities some successes had been achieved with respect to income-generating projects. Although Belize had been making steady strides towards the full integration of women into economic and social development --and a few women even held key Government and private-sector posts, including that of Governor General-- the country still had a long way to go in terms of addressing the needs of the majority of women. Her country had signed and ratified the Convention on the Elimination of All Forms of Discrimination against Women, and the Government intended to set up a committee to monitor discrimination against women and ensure their full participation in development. To that end, the Government's priorities for further national action included dealing with teenage pregnancy, carrying out research on women's health issues, disseminating information on the rights of women and encouraging women to stand for public office.

128. The representative of Saint Vincent and the Grenadines said that although there were two women to every man in the workforce in her country, the large majority of working women were in the lowest-paid sectors and that unemployment among them, which had reached very high proportions, was higher than that of their male counterparts. A Women in Development Department (WID), which functioned independently and cooperatively with other governmental and non-governmental agencies, had been established to improve the welfare of women and to eliminate all forms of discrimination against them. WID had recorded certain achievements over the past three years in the areas of programming, documentation, education, training and advocacy. For instance, the Department's radio programme, "Women in Focus", had served as a reinforcing strategy for both education and empowerment. WID also carried out research in cooperation with various non-governmental organizations, including a project on domestic violence against women. In addition, a video had been produced in an effort to show the major

role played by women in the fishing industry. Income-generation activities had also been undertaken and supported.

129. A number of seminars and workshops had been offered on such topics as training in parenting, gender issues in the development process and domestic violence. Existing laws were being reviewed and updated to ensure that they were in the best interests of women. Future activities for WID included a seminar for police and social workers on family violence, a symposium on Caribbean Community (CARICOM) model legislation and a national consultation with women's groups to discuss individual needs. The Department had run into some problems, however, in the form of inadequate human and financial resources, lack of suitable transport to reach outlying districts and the geographical separation of the Department from the main administrative centre, which made it less easily accessible to clients. Nevertheless, a national consultation held in March indicated that women perceived signs of change in social attitudes in both males and females, and viewed the improvements in social services and education as contributing in a meaningful way to the welfare of the individual and to the development of the country as a whole. Her Government intended to focus on indigenous women in future work plans.

130. The representative of Paraguay said that the problems of women began with legal discrimination. Because of that, efforts were being aimed at an extensive reform of all legal codes -civil, penal, labour- as well as the Constitution itself, which was subject to total reform. The Civil Code that had been adopted, instead of complying with the United Nations Convention, had represented a step backwards for women. A project to update the code was currently in Parliament. The Penal Code, which had already been largely modified, was still giving a different and categorized treatment to the offences of rape, abortion, etc. The Labour Code, although quite up-to-date, deprived women of opportunities under the pretext of protecting them, by forbidding them to work at night, for example, a provision that was not enforced in practice and which exposed women to the risk of being left without any protection whatsoever. Concrete proposals currently being discussed in Congress included bills regarding the establishment of a national secretariat for women at the ministerial level, the setting up of a pension fund for housewives and the regulation of the employment of domestic servants. The situation of women with respect to health care and health education was unfavourable, with high rates of delivery- and abortion-related mortality, ignorance of family planning methods, higher illiteracy rates and sexist education. Also, women faced obstacles in gaining access to credit and agrarian reform benefits.

131. The Government had taken important steps to solve those problems, including a) a national programme for mothers and infants; b) a human development programme run by an agency known as DIBEN, with support from the ministries of public health and social

welfare, education and worship and agriculture and stock-raising and funding from the United Nations; c) a national campaign against the physical and sexual abuse of women and minors; d) a diagnostic analysis, evaluation and reformulation of the education system in order to provide non-sexist education for democracy, under the auspices of the National Commission for Educational Reform and e) the treatment of women's issues in the context of the Southern Cone Common Market (MERCOSUR).

132. Political participation, which had increased in recent times, was one of the key priorities of Paraguayan women in the transition to democracy, in their quest for greater access to decision-making and legislative reforms.

Changing production patterns with social equity and the integration of women into the development of Latin America and the Caribbean (agenda item 6). Evaluation and recommendations of the Fifth Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean (agenda item 7)

133. Agenda items 6 and 7 were first considered in the plenary meeting and were then addressed by the working group which was open to all member countries.

134. In the plenary meeting the secretariat presented the document entitled "Women in Latin America and the Caribbean: The challenge of changing production patterns with social equity" (LC/L.627(CRM.5/4)).

135. The representative of Venezuela said that the document represented an important contribution in that it offered a comprehensive overview of the topic. However, bearing in mind that it was a preliminary effort, as had been noted by the Chief of the Women and Development Unit, she would make her comments with the aim of providing another point of view which might enrich the original text. From a methodological standpoint the document did not clearly differentiate the evaluation from the proposals while, from the standpoint of theory, it was a step backward from the vanguard position taken by ECLAC on social policy. In relation to the economic postulates it put forward, the subject of women had been incorporated as a secondary consideration in a contrived manner. The Government of Venezuela felt that economic policy was essentially a form of social policy and that women's issues were a necessary point of reference for economic policies. Following a number of specific observations, she said that the evaluation of the status of women was not systemic in nature and that aspects relating to institutional structures would have to be incorporated into it.

136. There was a need for a political prioritization of women's issues, and an estimate of public investment in women's programmes should be included as an additional input. A baseline analysis of public policies on women in the region was also lacking. With respect to the observations made in the document concerning the political dimension, she noted the absence of references to political parties, trade unions, business firms and other social agents. The subject of health had not been dealt with either, while the cultural dimension was mentioned only in passing. With regard to the proposal for a new regional plan of action, she pointed out that the secretariat had not yet assessed the results of the existing one. Lastly, she noted that her delegation had prepared a draft resolution with a view to making a contribution to the document.

137. The representative of Bolivia made some observations regarding the document and proposed that a more objective evaluation might be made by distributing brief questionnaires as a means of gathering information on the status of women in each country.

138. The representative of Mexico thanked the ECLAC secretariat for the work it had done and noted that an evaluation of the Regional Plan of Action had been carried out by the countries in the course of the earlier regional conferences, as would also be done during the present Conference. She reminded the participants that the proposal for changing production patterns with social equity had been approved by all the Governments of the region represented at the Conference, and it was therefore an indispensable parameter for the exploration of women's issues. In concluding her statement, she expressed willingness to see the document enhanced by taking into consideration the observations of other representatives.

139. The representative of Cuba said that the document presented by the secretariat provided a substantive basis for analysis which could be enriched during the debates with inputs from the other delegations. She pointed out that the above-mentioned document was only one of the products of the work carried out by the secretariat over a number of years, and the evaluation of the results of the Regional Plan of Action was contained in other documents that had been presented at the meeting. One such document was the book entitled Los grandes cambios y la crisis. Impacto sobre la mujer en América Latina y el Caribe (Libros de la CEPAL series, No. 27, December 1990). She also reminded the participants that the preliminary draft of the document had been reviewed by all the member countries represented by the Presiding Officers at their twelfth meeting, held in Buenos Aires in May 1991. Any flaws that the document might have were flaws exhibited by the Governments in terms of their policies on the subject.

140. The representative of Suriname said that she felt that the country reports did not receive the attention they deserved during the Conference.

141. The representative of Barbados concurred with the critical views expressed by the representative of Venezuela and said that from the standpoint of the Caribbean countries, sufficient emphasis had not been placed on equity. She suggested that the conclusions of the Caribbean group on gender equity should be taken into account as a means of enhancing the document.

142. The consideration of agenda items 6 and 7 was continued in the working group, whose deliberations gave rise to the draft resolutions which were presented to the countries in plenary meeting. The resolutions adopted by the plenary are contained in part C of this report.

Preparations for the Sixth Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean (agenda item 8)

143. The representatives accepted by acclamation Argentina's offer to host the Sixth Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean. The representative of Argentina, speaking on behalf of her Government, said that she was grateful for the confidence expressed by the delegations, and that the utmost efforts would be made to delineate a regional position at that meeting for presentation at the world conference in 1995.

Other matters (agenda item 9)

144. No other matters were discussed by the delegations.

Consideration and adoption of the report (agenda item 10)

145. The Rapporteur submitted the report of the Conference, which was adopted by the delegations with the additions noted below.

146. The representative of Venezuela, speaking on behalf of the countries of the Andean subregion, said that her delegation had submitted a draft resolution on the new regional plan of action, with a view to complementing the original working paper. That draft resolution had been unacceptable to a number of delegations, and her delegation had withdrawn it. Her delegation wished to place on record its proposal, which reads as follows:

"Bearing in mind the fact that experiences in recent decades with regard to the use of piecemeal approaches to the solution of the problems confronting women have demonstrated the need to develop comprehensive approaches to deal with these issues,

Considering that document LC/L.627(CRM.5/4) seeks to lay the foundation for such an approach by proposing that the subject should be incorporated as a determinant in public policy-making,

Asserting that the process of changing production patterns with social equity calls for coherent and well-defined links among all social sectors in order to ensure that efforts to achieve the goal inherent in that process are undertaken in a systematic manner,

Recognizing that there is an extremely urgent need for up-to-date frames of reference, not only as regards the status of women in the region but also for the concrete steps being taken by the Governments and societies to benefit women, and that it is also urgent to update the strategy for achieving equity within an overall framework,

Acknowledging the need for a plan of action for the integration of women into the economic and social development of Latin America and the Caribbean which redefines and adjusts the guidelines set forth in the 1977 Regional Plan of Action within the framework of the proposal for changing production patterns with social equity,

I. Recommends to the Executive Secretary:

1) That a research programme should be carried forward in order to complete the evaluation contained in document LC/L.627(CRM.5/4) covering, inter alia, the following topics:

- The volume of public investment in women's programmes;
- The political/administrative hierarchy of programmes and agencies specifically devoted to women's issues;
- A baseline study of the status of public policies on women, to include an analysis of their ranking, comprehensiveness, integrality, etc;
- The status of women's issues in terms of local government action as regards investment, agencies, policies and programmes;
- An assessment of the positions, actions and capabilities of social actors other than the State, including not only non-governmental women's organizations but also trade unions, political parties, private enterprises and trade and producers' associations;
- Incorporation of the dimension of health not only in descriptive terms but also with respect to the impact of this situation on the integration of women into development;

- An evaluation of the problem posed by teenage pregnancy and its impact on development conditions for young women and their integration into their households;
 - An evaluation of the ideological bases of discrimination within the social and cultural contexts of Latin America and the Caribbean;
- 2) That with a view to the formulation of a plan of action, a programme of research and consultation should be promoted that will take the following approaches into account:
- a) The multidisciplinary nature of such consultations, the inter-subregionality of the originators of the consultations, and the sectoral pluralism (technical, political, scientific, administrative) of the experience possessed by the parties to those consultations;
 - b) The possibility of using future meetings of the Presiding Officers of the Regional Conference as an opportunity for progressive discussions and evaluations of advances made in the preparation of the plan;
 - c) The possibility that the plan might contain chapters or addenda focusing on specific subregional aspects if the evaluations so indicate;
- 3) That the ECLAC Women and Development Unit's budget should be expanded, that its permanent programmes should be redefined with a view to gearing it as closely as possible to the need to formulate a new plan within a spirit of greater consensus and that, within the structure of the Commission's general proposals, attention to women's issues should be reinforced as a structural element thereof;
- 4) That the programme of action for the next three years to be prepared by the ECLAC Women and Development Unit should provide for the following tasks and approaches:
- a) The execution of the necessary research and consultations to develop a methodology for quantifying the extent to which the work performed by homemakers contributes to the gross national product;
 - b) An effort to hold the technical meetings in the various subregions, in those countries which are willing to provide financial support for them;

II. Recommends to the Governments:

- 1) That they explicitly acknowledge the fact that in order to surmount the problems stemming from the current situation in the countries of the region efficiently and speedily, it is of fundamental and strategic importance that priority attention should be accorded to the status of women within the framework of decisions to take such steps as the following:
 - a) To create decision-making forums concerned with women's affairs at the highest political level, to endow them with the administrative capacity to guide, coordinate and articulate policies with the entire government apparatus for the definition of sectoral programmes on behalf of women and to furnish sufficient budgetary resources for the achievement of their objectives;
 - b) To make women's issues key components in the formulation of the major lines of public economic and social policy;
 - c) To rank appropriately and accord a comprehensive character to public policy decisions relating specifically to women while also seeking to incorporate women's issues into key management tools, such as national, sectoral and regional plans;
 - d) To promote initiatives which will ensure the decentralization to the local level of policies and programmes concerning women;

III. Recommends to the United Nations:

- 1) That, in as much as the resources allocated to the advancement of women at the regional and international levels are not of a magnitude in keeping with the priority assigned to the subject by the countries, there is an urgent need for the General Assembly and other United Nations bodies to increase the resources available for the programme for the 1992-1993 and 1994-1995 bienniums, especially within the framework of activities connected with the forthcoming world conference and the preparatory regional conferences;
- 2) That the Secretary-General should submit a complete estimate of the resources needed for effective preparations for the world conference and the preparatory regional conferences to the Commission on the Status of Women at its thirty-sixth meeting; and

- 3) That steps should be taken to ensure the implementation of the medium-term plan for the incorporation of women into development, to which all the bodies of the system have accorded priority."

147. The representative of Suriname said that she regretted the secretariat's decision not to consider the recommendation presented by her country, for reasons of noncompliance with the deadline for submission of draft resolutions. Her delegation requested that the text of that recommendation, which reads as follows, should be included in the report:

"In order to strengthen the contribution of women to economic development in Latin America and the Caribbean, it is recommended that ECLAC provide technical and financial support for the organization of regional exchange programmes for transfer of technology acquired and used by women in the region.

In addition it is recommended that ECLAC provide support for the organization of trade fairs for women in small business operations."

C. CONCLUSIONS AND RESOLUTIONS

148. The Fifth Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean adopted the following resolutions:

1. New Regional Plan of Action on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean
2. Women and Human Resources
3. Women and Politics
4. Women and Violence
5. Cooperation, Collaboration and Networking

1. NEW REGIONAL PLAN OF ACTION ON THE INTEGRATION OF WOMEN
INTO THE ECONOMIC AND SOCIAL DEVELOPMENT
OF LATIN AMERICA AND THE CARIBBEAN

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

Considering that concern for the situation of women on the part of the Economic Commission for Latin America and the Caribbean was demonstrated in the early 1970s by the special effort it made to link this topic with the economic, social, cultural and political aspects of development, and that this concern took the concrete form of the Regional Plan of Action adopted by the Governments of the region at the First Regional Conference, held in Havana, Cuba, in 1977, and by the eleventh extraordinary session of the Committee of the Whole of ECLAC the same year,

Taking into account that the changes experienced by the region since then have been radical ones, requiring an analysis of the future from a new perspective, including a reorientation of concepts and programmes relating to women,

Recalling that the Economic Commission for Latin America and the Caribbean, in its resolution 507(XXIII), adopted at its twenty-third session, received with appreciation the document prepared by the secretariat entitled Changing Production Patterns with Social Equity (LC/G.1601-P),

Taking into consideration General Assembly resolution 45/129 on implementation of the Nairobi Forward-looking Strategies for the Advancement of Women, especially its paragraphs 4 and 8,

Considering Economic and Social Council resolution 1990/12 on the world conference on women to be held in 1995; resolution 1990/14 on action to increase awareness of the slow progress in the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women; and resolution 1990/15 on recommendations and conclusions arising from the first review and appraisal of the implementation of the Nairobi Strategies,

Taking into account the Declaration of the First Ibero-American Summit of July 1991 on national, regional and international mechanisms for women,

Recalling the Declaration of the Meeting of Central American Ministers of Labour, held in Guatemala,

Recalling resolution 513(XXIII), adopted at the twenty-third session of ECLAC, on the role of women in economic and social development in Latin America and the Caribbean,

1. Welcomes with satisfaction the ECLAC document entitled "Women in Latin America and the Caribbean: The challenge of changing production patterns with social equity" (LC/L.627(CRM.5/4)), together with the comments placed on record in the report, and the other documents prepared for the Fifth Regional Conference, which represent an important contribution to the analysis of the situation of women in the Latin American and Caribbean scenario of the 1990s and the actions necessary to increase their integration;

2. Requests the Executive Secretary of the Commission to convene a meeting of experts to initiate no later than the first half of 1992 the preparation of a new regional plan of action on the integration of women into Latin American and Caribbean economic and social development with the aim of submitting it for consideration by the Governments of the region at the Sixth Regional Conference on the Integration of Women, as a new regional instrument in preparation for the forthcoming world conference in 1995;

3. Decides to recommend to the group of experts that they should:

- a) Take into account the priority topics identified in the review and appraisal of the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women, especially with respect to education, literacy, employment, health and social well-being; take into account as well the topics involved in human resources development; research in the different fields relating to the changing role of women in today's society; technical assistance to achieve the incorporation of women into changing production patterns, in particular with regard to relevant technological advances in which women have not participated sufficiently or equitably; political education of women, including their political participation in electoral processes; and the need for cooperation among countries at the national and regional levels on programmes and projects, especially those relating to employment;
- b) Consider the adoption of concrete measures for action at the national, regional and international levels in regard to the struggle against poverty, the problem of violence against women in the family and society and strengthening the role of women in the protection of the environment;
- c) Provide for the essential coordination of intergovernmental bodies in relation to national and regional programmes for the advancement of women;

- d) Ensure the incorporation of women's issues and gender issues into all the development proposals of the new regional plan of action and strategies for the integration of women;
- e) Seek to prevent social and economic regression in the status of women and, to that end, adopt a gender-based approach which takes into account the strategic and practical needs of women in recognition of the severe social and economic impact of structural adjustment measures on the situation of women;*
- f) Consider the complex combination of social, economic and cultural contributions of women in everyday life and the mutual effects of these separate contributions;

4. Urges the Governments of the States members of ECLAC to strengthen their national mechanisms for the advancement of women, to position them at a high decision-making level and to integrate them into the political, economic and social planning processes of their countries;

5. Calls upon the Secretary-General to ensure that ECLAC has sufficient resources, within the overall budgetary ceiling, to carry out its work on women's issues;

6. Calls upon the Executive Secretary to ensure that the programme of work of the ECLAC Women and Development Unit includes the following topics: human resources, research on the changing role of women in today's society, technical assistance for the incorporation of women into changing production patterns; and national and regional cooperation on programmes and projects, especially in the area of employment;

7. Calls upon the Executive Secretary to submit the reports of the Regional Conference on the Integration of Women, including its resolutions and recommendations, to the sessions of ECLAC on a regular basis.

* The United States delegation suggested that the word "severe" should be replaced by the word "difficult". The proposal was not accepted by the other delegations.

2. WOMEN AND HUMAN RESOURCES

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

Taking note of a number of resolutions adopted by the General Assembly (resolution 44/213, inter alia) and the Economic and Social Council on developing human resources for development,

Noting with appreciation the ECLAC document "Women in Caribbean development: gender equity in changing production patterns (LC/L.628(CRM.5/5)), the report entitled "Report of the Ad Hoc Expert Group Meeting on Changing Production Patterns with Social Equity relative to Women in the Caribbean" (LC/CAR/G.339) and the other documents of the Conference,

Recognizing that human resources development is a broad concept encompassing many components and requiring integrated and concerted strategies, policies, plans and programmes to ensure the development of the full potential of human beings,

Emphasizing that education and the acquisition and upgrading of skills, as well as continued technical training, are inextricably linked to the economic growth and sustained development of all countries,

Stressing the importance of international cooperation in supporting and strengthening the development of human resources in the region and, in this context, stressing also the value of technical cooperation, particularly among countries of the region,

Deeply concerned that the negative impact of the international economic situation of the 1980s on the * developing countries and the resulting adjustment measures have led to significant cuts in national expenditures, including expenditures in sectors crucial to the development of human resources, and in this regard that prolonged reduction of investment in human resources development will have grave implications for sustained growth and development,

1. Emphasizes that efforts for human resources development should optimize all means for the overall development of human beings so that they may, individually and collectively, be capable of improving their standard of living;

2. Also emphasizes that it is within this objective that economic growth and sustained development should be pursued;

* The United States delegation requested that the word "some" be substituted for "the". This request was not accepted by the other delegations.

3. Further emphasizes the need to continue to strengthen and expand the human resources base of developing countries in the fields of science and technology;

4. Requests the Executive Secretary to ensure that the new regional plan of action to be presented at the forthcoming world conference in 1995 takes these themes into consideration;

5. Stresses the need for human resources strategies to be formulated so as to encourage programmes aimed at inspiring people to upgrade their knowledge and skills and making it possible for them to fulfil their aspirations, and, in this context, stresses further the need to pay attention to employment constraints that impinge upon the most vulnerable groups;

6. Reaffirms that the education and training of nationals, including the most vulnerable groups, are an integral and the most important part of human resources development, and stresses that the flow of resources to the region for these activities needs to be increased;

7. Emphasizes the need, in formulating strategies and programmes for human resources development, to intensify efforts for the full integration of women in the development process and to create opportunities for them, both as beneficiaries and as agents of development;

8. Calls upon the international community, including the multilateral financial and development institutions, to support the region's efforts in human resources development, taking into account the national priorities and plans of the countries involved;

9. Requests the Secretary-General and the international community, in particular donor countries, specialized agencies and international multilateral and bilateral cooperation agencies to increase specifically their financial support for human resources development, giving priority to:

- a) The training of public-sector planners and project officers of non-governmental organizations and the private sector in gender analysis and gender planning;
- b) Regional exchange with regard to training, technical skills, experience and information at different levels;
- c) Training programmes in the field of employment and income, especially geared towards female heads of household, in particular teenage mothers, in which training of women entrepreneurs in micro, small and medium-sized enterprises, whether actual or potential, must be emphasized.

3. WOMEN AND POLITICS

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

Taking note of a number of resolutions adopted by the General Assembly (resolution 45/127, inter alia) and by the Economic and Social Council concerning interregional consultation on women in public life,

Concerned that the level of participation by women in the decision-making process is exceedingly low in all countries,

Considering that political power is predominantly in the hands of men, and women are not sufficiently aware of the fact that political power is imperative in order to achieve the goals they pursue in aid of their cause,

Stressing the importance of the full participation of women in the political process at all levels, especially in top decision-making, as a means of achieving the objectives set in the Nairobi Forward-looking Strategies for the Advancement of Women,

Considering it necessary to promote and actively preserve a national awareness of the need for women to participate at all political levels on an equal footing with men,

Stressing the importance of raising the level of awareness about the need for women to participate in politics in various bodies, such as political parties, trade unions, trade associations, societies, clubs and other representative groups,

Stressing further the need to promote the elimination of cultural and social prejudices at the personal, family and societal levels that preclude the attainment of full participation by women in politics,

1. Urges the Executive Secretary to take steps to secure resources for the development of training programmes to prepare women for leadership positions, focusing special attention on the formulation of strategies for the participation of women in politics;

2. Invites the Executive Secretary to seek resources for the development of programmes and projects with the following aims:

- a) To eliminate the barriers that hinder women's participation as leaders in political parties, trade unions, trade associations and other associations and organizations;

- b) To create and increase awareness of techniques for acquiring leadership positions in political parties and other political organizations at decision-making levels;

3. Appeals to Governments, political parties, trade unions and professional and other associations and organizations to make efforts to increase the proportion of women in professional, management and political leadership positions, with a view to achieving by 1995 the goals set by the United Nations.

4. WOMEN AND VIOLENCE

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

Taking note of a selection of resolutions adopted by the General Assembly (resolution 45/114, inter alia) and by the Economic and Social Council on domestic violence,

Bearing in mind the serious lack of information and research on domestic and other acts of violence at the regional level and the need for the exchange of information on ways of dealing with this problem,

Recognizing the region's concern about domestic and sexual violence as an urgent problem deserving focused attention and concerted action,

Aware that domestic and sexual violence is a critical problem that has serious physical and psychological effects on individuals as well as on their families and that it jeopardizes the health and survival of the family unit,

Recognizing that domestic violence may take many forms: physical, psychological or sexual,

Recognizing also the grave consequences of rape, both within and outside marriage, and of incest and sexual harassment, in or outside the workplace,

Convinced of the necessity to improve the situation of the survivors of all acts of violence,

Noting that the effects of exposure to domestic and sexual violence, especially during childhood, may produce long-term effects on attitudes and behaviour, including increased tolerance to violence in society as a whole,

Convinced that the problem of violence against women is prevalent and affects all the segments of the different societies in the region,

1. Urges the Executive Secretary, within the limits of existing budgetary resources and of the extrabudgetary resources that might be obtained, to provide technical assistance and advisory services to Governments to begin or continue to explore, develop and implement multi-disciplinary policies, measures and strategies, within and outside the criminal justice system, with respect to domestic violence and other forms of violence in all its facets, including legal, judicial, societal, educational,

psychological, economic, health-related and correctional and law-enforcement aspects, and, in particular:

- a) To take all possible steps to prevent and eventually eliminate domestic violence and other acts of violence against women;
- b) To ensure the fair treatment of and effective assistance to survivors of domestic and sexual violence;
- c) To increase awareness and sensitivity in society in general concerning violence against women, especially domestic violence;
- d) To increase awareness and sensitivity concerning violence against women, in particular by educating those involved with the criminal justice system, law enforcement officials, counsellors, journalists and other professionals about this problem;
- e) To provide appropriate treatment for offenders;

2. Recommends that member States ensure that their judicial systems provide an effective and equitable response to violence against women and that they take appropriate steps towards achieving this goal;

3. Calls upon the Secretary-General and international organizations to provide the necessary technical assistance and budgetary funds for the implementation of proposed activities, in particular for:

- a) Technical assistance for research on the phenomena of domestic and sexual violence;
- b) Training of professionals and volunteers as counsellors to help survivors of domestic and sexual violence;
- c) Technical assistance for the setting up of crisis centres and shelters for battered women and survivors of sexual violence.

5. COOPERATION, COLLABORATION AND NETWORKING

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

Considering the need for closer cooperation, collaboration and networking among countries, and bearing in mind that a number of countries in Latin America and the Caribbean have either observer status with the Caribbean Community or have entered into special agreements relating to technical cooperation,

1. Recommends that these Governments seek participation as observers at the meeting of CARICOM ministers charged with responsibility for the integration of women into development, in order to mobilize efforts in the region towards the strengthening of policies and the formulation of programmes to promote the greater participation of women at all levels of the development process.

Annex

LIST OF PARTICIPANTS

A. Member States of the Commission

ANTIGUA AND BARBUDA

Representative: Gwendoline Tonge, Executive Director,
The Directorate of Women's Affairs,
Ministry of Education, Culture, Youth
Women's Affairs and Sports

ARGENTINA

Representative: Zelmira Regazzoli, Embajadora para Derechos
Humanos y la Mujer

Members of the
delegation: Noemi Haristegui; Susana Elvira García;
Obdulia Fernández; Beatriz Figueroa; Marcia
Virginia Franganillo; Mariela Ruggieri

BAHAMAS

Representative: Cora Bain-Colebrooke, Assistant Director,
Women's Affairs Unit, Ministry of Youth,
Sports and Community Affairs

Members of the
delegation: Joanna Newton;
Therese Huggins

BARBADOS

Representative: Marva Alleyne, Director,
Bureau of Women's Affairs
Ministry of Community Development

BELIZE

Representative: Wilma Wright, Child Development Officer,
Department of Women's Affairs

BOLIVIA

Representative: Dolores de Vargas, Directora Junta N.S.DS-
Regional Tarija

Members of the
delegation: María Luisa Palacios;
Martha Montecinos

COLOMBIA

Representative: Miriam Hernández, Consejería Presidencial para
la Juventud, la Mujer y la Familia

COSTA RICA

Representative: Mary Alban, Directora Ejecutiva,
Centro para el Desarrollo de la Mujer
y la Familia

Members of the
delegation: Rose Emilie Bouzid

CUBA

Representative: Esther Velis Díaz de Villalvilla,
Miembro del Secretariado,
Federación de Mujeres

Members of the
delegation: Margarita Florez Madam

CHILE

Representative: Soledad Larraín, Subdirectora del Servicio
Nacional de la Mujer (SERNAM)

DOMINICA

Representative: Neva Edwards, Director,
The Social Centre, President,
Dominica National Council of Women

ECUADOR

Representative: Elba Yolanda Andrade Guerra, Diputada

SPAIN

Representative: Pilar González Blanco, Jefa de Servicio de Relaciones con Latinoamérica, Instituto de la Mujer, Ministerio de Asuntos Sociales

UNITED STATES

Representative: Sharon B. Kotok, Officer in Charge of International Women's Programs, Department of State

GRENADA

Representative: Ann Lilon Alexander, Senior Coordinator, Department of Women's Affairs

GUATEMALA

Representative: Aura Azucena Bolaños de Aguilera, Viceministra del Trabajo y Previsión Social

Members of the delegation: Evelyn Irene Reyna Chacón; Hermelinda Magzul; Bertha Hilda Alcántara; Marta Julia Pineda de Porras

GUYANA

Representative: Jean Persico, Minister in the Ministry of Labour, Human Services and Social Security with special responsibilities for women's affairs

HAITI

Representative: Evelyne Nonez Durand, membre Cabinet Ministre Affaires Sociales

Members of the delegation: Pascale Cesar Pierre

ITALY

Representative: Fiammetta Milesi-Ferretti, Counsellor,
Head of Women in Development Desk,
Department of Development Cooperation,
Ministry of Foreign Affairs

JAMAICA

Representative: Verónica Morgan, Head of Project Section,
Bureau of Women's Affairs

MEXICO

Representative: Aida González, Embajadora

Members of the
delegation: Leonor Meneguzzi;
Margarita Velázquez

NICARAGUA

Representative: Auxiliadora de Matus, Subdirectora,
Instituto Nicaragüense de la Mujer

Members of the
delegation: Luisa Marengo

NETHERLANDS

Representative: A.B. van der Veen, Ministry of Foreign Affairs,
Directorate General International Cooperation,
Special Programme for Women and Development

PANAMA

Representative: María Cristina Tijero de Pastor,
Jefe de Sección Análisis Social,
Ministerio de Planificación y Política
Económica

Members of the
delegation: Rosa Trejos de Montenegro

PARAGUAY

Representative: Cristina Muñoz, Diputada del Congreso y
Delegada Comisión Mujeres Paraguay

DOMINICAN REPUBLIC

Representative: Altagracia Belliard,
Departamento Técnico de Dirección General de
Promoción de la Mujer

Members of the
delegation: Alicia Van der Dijs;
Francia Sención

SAINT KITTS AND NEVIS

Representative: Constance V. Mitcham,
Minister of Health and Women's Affairs

SAINT VINCENT AND THE GRENADINES

Representative: Jeanie Olliviere McDonald,
Women's Affairs Coordinator

SAINT LUCIA

Representative: Marcia Lesmond,
Coordinator Women's Affairs

SURINAME

Representative: Helen Kerk, Coordinator,
National Centre for Women's Affairs

Members of the
delegation: S. Power-Staphorst; J. Hooghart-Vyent;
R. Day-Haverkamp; J. Wijdenbosch;
R. Khodabaks-Hasnoe; A.M. Guda

TRINIDAD AND TOBAGO

Representative: Margaret Hector, Minister in the Office
of the Prime Minister

Members of the
delegation: Phyllis Augustus

URUGUAY

Representative: María del Carmen Beretervide, Coordinadora,
Instituto de la Mujer

VENEZUELA

Representative: Evangelina García Prince,
Ministra de Estado para la Promoción de la
Mujer y Presidenta de la Comisión Femenina
Asesora de la Presidencia de la República

Members of the
delegation: Isabel Carmona de Serra;
Dip. Elys Ojeda;
Dellys Salazar Hoffmann;
Teresa Cabrera de Torres;
Pilar Martínez Vega;
Bertha Capella Reverón

B. Associate Member States**NETHERLANDS ANTILLES**

Representative: Maria Liberia Peters, Prime Minister

Members of the
delegation: Bernardette Dougle; S. Eisdén;
M. Jansen-Liberia; J. Romero;
J. Barbolina-Provence; M. Leetz-Cijntje;
V. Leander-Daflaar; Jacqueline Martis;
Ruthsella Jansen; Jeanne Henríquez;
Rose Mary Allen; Derian Beck Batta;
Iris Budike-Polak; Thayna Rosales; Suze Giskus;
Anne Benjamin; Marcia Migdonia Schill;
Alma Louise de Bode-Olton; Niovis Winklaar;
Xiomara Samches

ARUBA

Representative: Grace Bareno, Parliamentarian

Members of the
delegation: Sonia A. Damian;
Celia O. Thiel

BRITISH VIRGIN ISLANDS

Representative: Eugenie Donovan Galsgow,
Assistant Secretary in the
Chief Minister's Office

PUERTO RICO

Representative: Yolanda Zayas Fernós, Directora Ejecutiva
de la Comisión de Asuntos de la Mujer

Members of the
delegation: Marta Elsa Fernández

C. United Nations Secretariat

Centre for Social Development and Humanitarian Affairs (CSDHA)
(Vienna)

John Mathiason, Deputy Director, Division for the Advancement
of Women

D. United Nations bodies

General Agreement on Tariffs and Trade (UNCTAD/GATT)

Rawle Chase, Co-ordinator, Regional Export Support

United Nations Development Fund for Women (UNIFEM)

Claudine Correia, Officer-in-Charge, Latin American and
Caribbean Section

Rosa Paredes, UNIFEM Guatemala

United Nations Children's Fund (UNICEF)

Lola Rocha Sánchez, Asesora Regional para Asuntos de la Mujer

Office of the United Nations High Commissioner for Refugees (UNHCR)

Kagni Salif, Oficina Regional de Caracas

United Nations University (UNU)

Valentine Moghadam, Research Fellow at the University's World
Institute for Development Economics Research (UNU/WIDER)

E. Specialized agencies

International Fund for Agricultural Development (IFAD)

Theodore van der Pluijm, Director, Latin America and Caribbean Division

Inter-American Institute for Cooperation on Agriculture (IICA)

Laura Pérez, Especialista en Desarrollo Rural

International Labour Organisation (ILO)

Petra Ulshoefer, Consejera Regional para Mujeres Trabajadoras

Gardien El Gendy, Associate Expert WID Related Activities, Caribbean Office, Port of Spain

Programa Regional del Empleo para América Latina y el Caribe (PREALC)

Molly Pollack, Consejera Regional en Población, Recursos Humanos y Planificación del Desarrollo

International Maritime Organization (IMO)

Pamela Tansey, IMO focal point for women in development

World Health Organization/Pan American Health Organization (WHO/PAHO)

María D. Toba, OPS Venezuela

F. Other intergovernmental organizations

Inter-American Development Bank (IDB)

Marguerite Berger, Asesor Senior de Mujer en el Desarrollo

Commonwealth Secretariat

Judith May-Parker, Chief Officer, Women and Development Program

Caribbean Community (CARICOM)

Magda Pollard, Women's Affairs Officer

Organization of American States (OAS)

- Inter-American Commission of Women (IACW/OAS)

Senator Maizie Barker-Welch, President

International Organization for Migration (IOM)

Martha Lapeyriere, Jefe, División de Cooperación Técnica,
Departamento de Programas para América Latina

**G. Non-governmental organizations recognized by the Economic
and Social Council as having consultative status**

CATEGORY I

Alianza Cooperativa Internacional

Edith Guizado, Gerente del Programa Mujer
José Luis Ramos, Asesor

Confederación Internacional de Organizaciones Sindicales Libres
(CIOSL/ORIT)

Ofelia Londoño

Liga de Sociedades de la Cruz Roja

Nora Stemp

CATEGORY II

Comunidad Internacional Bahá'i

Isabel de Sánchez (Peru)
Helen Mirkovitch de Sánchez (Costa Rica)

International Federation of Social Workers

Ingrid Albertus-Werleman

Socialist International Women

Mayra Coffie, Vice President of the Movimento Antiyas Nobo of
Curaçao

World Young Women's Christian Association (YMCA)

Agnes Maria Guda

H. Other non-governmental organizations

Caribbean Association for Feminist Research and Action (CAFRA)
Caribbean (NGO) Policy Development Centre (CPDC)

Catherine Shepherd

Caribbean Network for Integrated Rural Development (CNIRD)

Nelcia Robinson

Centro de Investigación Acción Femenina (CIPAF)

Amparo Arango E.

National Development Foundation of Jamaica

Paula Stimpson

Red de Mujeres para un Desarrollo Alternativo (DAWN/MUDAR)
(Instituto Universitario de Pesquisas do Rio de Janeiro (IUPERJ))

Neuma Aguiar, Coordinadora de América Latina

Steering Committee Curaçao

Nadia Simmons Brito
Criselda Hart Pieterella

Unión SEPA (Aruba)

Alice Dorothy de Cuba
Magaly Bermúdez

I. Secretariat

Economic Commission for Latin America and the Caribbean (ECLAC)

Gert Rosenthal, Executive Secretary

Daniel S. Blanchard, Secretary of the Commission

Adolfo Gurrieri, Director, Social Development Division
 Miriam Krawczyk, Chief, Women and Development Unit
 María Rebeca Yañez, Social Affairs Officer
 Ingrid Tornvall, Expert
 Clyde Applewhite, Director, ECLAC, Port of Spain
 Sonia Cuales, ECLAC, Port of Spain
 Betty Ann Russell, ECLAC, Port of Spain
 Evangelina Mijares, ECLAC, Mexico City

Latin American and Caribbean Institute for Economic and Social
 Planning (ILPES)

Edgar Ortegón, Economic Affairs Officer