THE ARUSHA STRATEGIES
FOR THE ADVANCEMENT
OF WOMEN IN AFRICA

BEYOND THE END
OF THE UNITED NATIONS DECADE FOR WOMEN

ECONOMIC COMMISSION FOR AFRICA
ORGANISATION OF AFRICAN UNITY
THE ARUSHA STRATEGIES
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FOREWORD

The Arusha Strategies for the Advancement of Women in Africa beyond the end of the United Nations Decade for Women were adopted by the Regional Preparatory Meeting for the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace/Third Regional Conference on the Integration of Women in Development jointly sponsored by the United Nations Economic Commission for Africa and the Organization of African Unity and held in Arusha, Tanzania from 3-12 October 1984. They were meant as guidelines for planning the full integration of women in development by sectors and globally at national, sub-regional and regional levels, to the end of the twentieth century.

The Arusha Strategies were also forwarded to the United Nations Commission on the Status of Women acting as the Preparatory Body for the World Conference, to serve as the Africa regional input to the global Forward Looking Strategies on the Advancement of Women presented to the World Conference (Nairobi, 1985).

This publication presents the full text of the Arusha Strategies. It also reproduces in full the opening speech made by President Julius Nyerere of the United Republic of Tanzania to the Arusha Meeting, which was adopted by the Meeting as one of its working documents.
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INTRODUCTION

Introductory
Speech by President Julius Nyerere of the United Republic of Tanzania

Madam Chairman, Your Excellencies, Delegates to this African Women's Regional Meeting, and Friends,

It gives me great pleasure, on behalf of the People, the Party, and the Government of the United Republic of Tanzania, to welcome you all to this Conference in Arusha. You came here to work, and it is our duty as well as our privilege to facilitate your work. My purpose today is therefore simply to stress the importance of the subject you are discussing, and to reiterate Tanzania's support for the development of women in Africa.

Women's development, as outlined in the World Plan of Action drawn up in 1975, is an integral part of economic, social, and political development in Africa. For when we talk of development in a poor country, we are really talking about overcoming the poverty which undermines the dignity of human beings.

Without exception, African countries are at present underdeveloped and poor. It shows their National Income statistics, in their lack of transport and communications, in their low use of fuel energy, in their low labour productivity and in a thousand other ways. But most of all it shows in the material deprivation suffered by the mass of Africa's peoples. And the greatest burden of this poverty is carried by the women of Africa. It is they who suffer first, and most, from the lack of efficient tools and the knowledge to use them, from the distance between their homes and clear water, from poor health facilities, from the absence of social and public services, and so on.

Rural water supplies, for example, are very much a question of women's emancipation in Africa, for traditionally it is the women who search for and carry the water needed for the home. Yet no country can be healthy and productive if its people do not have reliable and easy access to clean water for their domestic and personal needs; rural water supplies are therefore also very much a question of national development. Again, maternal and child health care is central to women's development; would anyone dare to suggest that reducing the appallingly high mother and infant death rates are not also priority matters in the quest for national development?
The problem of women's development in Africa is thus inextricably bound up with the problem of African poverty. And it cannot be solved outside the attack on that poverty. For all the services which are most needed by women have to be provided and sustained by wealth produced in Africa. Until our countries do produce more — in other words, until we have made progress in the war against poverty — there is no way in which the service needed for the emancipation of African women can be provided.

Yet just as women's development in Africa is dependent upon national economic development so national economic development is dependent upon the women of Africa and cannot easily take place without them. A person does not walk very far or very fast on one leg; how can we expect half the people to be able to develop a nation? Yet the reality is that women are usually left aside when development needs are discussed, and also when the methods of implementation are being decided upon.

Thus, for example, a campaign is started against the indiscriminate cutting of trees so as to reduce the danger of desertification. But the women are not brought into the discussion, and no consideration is given to providing some alternative cooking fuel. So the campaign collapses. Or a village meets to discuss the threat of cholera, and decides that all the water used for human consumption must be boiled; but nine out of ten of those at the meeting are the men who will neither collect the water, gather the firewood, nor put the pot on to boil! Not surprisingly, most of the water is not boiled — the women do not understand the need and in any case may be physically incapable of collecting the extra firewood which is necessary.

It is not only that women are ignored when decisions are made, they are often neglected when the techniques of better production or better health are being propagated. Although we know that it is the women of Africa who do most of the work on our peasant farms, most agriculture extension services are directed at the men in the villages. It is the women of Africa who use the village water pump most of the time, but the person trained to maintain it is a man. And so on.

For unfortunately, the women of Africa do not only suffer from the poverty of Africa; they are also the greatest victims of exploitation in Africa. Like all of us, they are exploited through the workings of the international economic order, whereby our primary commodity exports sell cheaply in the world market while the goods we need to buy cost dearly. But the women are also victims of exploitation by African societies — societies ruled by men.

There are differences in the various parts of our continent; but certainly in this region, the women in the rural areas work from before sunrise until long after sunset throughout the year. Their return for their labour is the food they grow, and the clothes and other things their husbands decide to
give them. When she gets old, the most hard working and luckiest woman of East Africa very rarely has any property of her own. The wealth - the house and any other durable goods, the permanent crops and the cattle, - which has been accumulated by their joint enterprise belongs by custom and usually by law to the husband alone. Let the couple divorce - the woman has nothing. If the husband dies, his relatives - that is, his male relatives - claim everything.

This lack of property rights also militates against the women's efforts to undertake development projects in their villages and towns. If they decide to invest in a maize mill or to develop a vegetable garden or a hotel, they have very great difficulty in getting a loan from the bank. They have no collateral to offer, and often cannot even give the assurance that the income from it will be completely at their disposal.

The point I am making is that in the Third World economic development is essential to women's development, but does not necessarily mean women's development. There are few countries where poverty is not a major problem - because of oil wealth or some other accident of history - but women are not free and do not benefit from that wealth. And even in very poor and developing nations, progress can be so directed that it militates against the direct interests of women.

The big advantage of installing a maize mill ought to be that it reduces women's labour. But if the only result is that the women have to earn the milling charge by making and selling traditional beer, then the advantage to them is minimal or non-existent. And if the first effect of introducing an improved technique of production is that women lose the personal income they obtained from the old methods then the net result may be national development at the cost of further discrimination against women in the distribution of wealth. National development and women's development will appear incompatible simply because of the manner in which the former has been carried out. The attack on poverty needs to be waged in a manner which is liberating to the whole population. But that will only happen if women are involved in both the decision making about development and the implementation of those decisions. National constitutions and laws can help in this. Equality of rights and duties for both men and women in the election of the President, Parliament, and local authorities is an essential part of women's liberation, just as political independence in Africa was the beginning of African liberation.

But worldwide experience of political and civil rights for women has already demonstrated the limitations, as well as the importance, of legislation. It shows that if these legal rights are to be meaningful in their lives, women have to acquire the social and economic power as well as the education and training, to use those rights for their own benefit and that of their society. After that they have to decide
to use these capacities for those purposes.

Social attitudes and education for women thus have an importance for women's development which is not less than that of Constitutions, laws, or international Conventions. At present women vote on equal terms with men in most African democratic countries, but they are not equally represented in Parliaments or councils, and therefore not in Governments. Usually they find it difficult — perhaps psychologically as well as socially — to stand for election, and have some disadvantage in the election process when they do. Again, many countries — including Tanzania — have laws and policies which establish equal pay and employment rights, but in practice women do not stand an equal chance of promotion — and sometimes even stand less chance of being selected for a job.

Social attitudes militate against women's development from the earliest stages of social life. I think it a good thing that young girls are expected to help their mothers after school hours, for they learn by doing; but the boys are not expected to do so — nor do they help their fathers. So while one sex can give all their energy and attention to school work, the other cannot. Then if educational opportunities are limited, preference is almost always given to the boys of a family; when there is Universal Primary Education there is a continuing tendency to withdraw girls for marriage. Even if these things do not happen, the reality is that both the social attitudes, and the educational content in schools, subtly direct girls towards the virtues of subservience and service to the men. Girls are not treated as having equal rights, and — because they are human beings — most grow up accepting and conforming to the expectations of the society in which they live.

Women's development is thus not an easy or simple process. It is many sided. It involves economic development of the nation — the whole war against poverty — as well as the need to ensure that the development process favours progress for the most disadvantaged sections of the community. But in Africa it also involves such things as changing laws relating to inheritance, insisting on real equality of educational opportunity, and the application in reality of equal employment opportunities. In particular it means building new social attitudes, in which all people are regarded as truly of equal social worth, so that the criteria for the allocation of private and public responsibilities is not sex but the individual's abilities and potential contribution.

None of these things can be achieved quickly. The task before us is that of moving steadily and firmly in the direction of women's development and liberation. But this will only happen if the women of Africa insist that it happens. The history of the world shows that the oppressed can get allies — and need to get allies — from the dominant group as they wage their struggle for equality, human dignity, and progress. But no one, and no
group can be liberated by others. The struggle for women's development has to be conducted by women, not in opposition to men, but as part of the social development of the whole people.

In this work, organizations and institutions have their place - and it is an important one. It is difficult to imagine how the women of a nation are to organise themselves for their own development without having their own organization. Certainly we in Tanzania do feel the beneficial effects of Umoja Wa Wanawake.

Madame Chairman, your agenda is a long one, and there are many items on it which I have not even referred to. This does not mean that I regard them as unimportant. In particular, I am convinced that the women of Africa have a very important role to play in the struggle for peace and human justice - in the world, in Africa, and within our nations. I have talked about poverty as being the first of the obstacles to women's development. But wars, violent conflicts and injustice in our continent and our nations are equally irremediable to it. Who can doubt that in South Africa the struggle against apartheid takes priority over all other struggles - for women as well as for men? What chance do our sisters in that country have of developing themselves when they and their menfolk are both tortured by the day to day tyranny of institutionalised racism?

Women are part of our societies; their attitudes and their actions will shape our common future. It has been said many times that the progress of women is a measurement of the progress of a country and of a continent. It is your responsibility to us, the women of Africa, to promote the progress of African women. You have allies; I will continue to try to be one of them.

You have my good wishes for your meeting and for your work after it.

Arusha, United Republic of Tanzania
8 October 1984
THE ARUSHA STRATEGIES FOR THE ADVANCEMENT OF AFRICAN WOMEN
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General Framework and Basic Obstacles

1. The Plan of Action for the Integration of Women in Development adopted at Addis Ababa in 1974, the World Plan of Action adopted at Mexico City in 1975 and the Programme of Action adopted in Copenhagen in 1980 continue to provide concrete proposals for action which should be taken at the national, regional and international levels to address women’s questions under the goals of the United Nations Decade for Women: equality, development and peace, and the subthemes of employment, health and education.

2. While these concrete proposals still remain valid bases for action, the worsening economic and social conditions in Africa continue to place severe limitations on available resources and effect women most heavily. This situation is compelling Africa to reorient its future action and strategies for overall development and the advancement of women towards improving selected basic priority sectors which can induce positive changes with multiplier effects within the economy and society.

3. In many respects the implementation of the plans and programmes of action during the Decade have improved the condition of African women. However, major obstacles remain at different levels which require new orientation and strategies to overcome them.

Development

4. The Lagos Plan of Action adopted by African Heads of State and Government in Lagos in 1980 provided a widely accepted framework for initiatives to reorient Africa’s development towards more autonomous and self-sustaining approaches. In this context, the Plan acknowledges the key role of women in the search for alternative strategies and solutions to Africa’s economic difficulties. In Africa, perhaps more than anywhere else in the world, women have had a strong historic economic involvement. They have remained active and have continued to support their families and carry on modest levels of agricultural production.

5. Africa as a region is experiencing a particularly disturbing economic and social setback as a result of structural problems arising from the ways in which national economies of the region are integrated into the international market system.

6. The inequities inherent in the present world economic order have left the African continent with an acute balance of payment...
deficits. The external debt of the region has increased fivefold during the past decade, while external resources have dropped to a critically low level. The total outstanding debt in 1980 amounted to US$77,500 million and the payment commitments have become a burden.

7. The expansion of manufacturing output in the region is also hampered by limited domestic markets and protectionism in external markets of developed countries, inadequate raw material supplies for key industries, absence of skilled and experienced industrial manpower, and shortages for imported materials, spare parts and machinery. The generally stagnant nature of domestic economies has inevitably depressed industrial investment and, in turn, future expansion.

8. Agricultural performances of the African countries dropped badly over the past decade due to unbalanced policies, global economic crisis and the persistent drought situation which has affected up to 35 African countries, most of which are threatened with the loss of their food self-sufficiency. The growth of manufacturing also slowed down abruptly and the rate of expansion did not compare well with that of other developing countries.

9. The poor performance of agriculture was manifested particularly in inadequate levels of food production. Since this is a major area in which women work, these adverse circumstances have eroded their economic standing and jeopardised their capacity to feed their families and themselves.

10. In the field of development, due attention must be given to women in the analysis of the prevailing situation and in measures to be taken particularly in each of the following key areas: education and human resources development, health, agriculture, industry and environment.

11. The imbalance between population growth and economic growth is a major obstacle to development for most of the countries of the region. The inclusion of demographic variables in development planning will make possible family planning policies allowing women to control their fertility and bring better living conditions and well being for themselves and their families.

Equality

12. Basic challenges related to negative images of women in society which are in part an outcome of the reality of female subordination and in part are reinforced by many obstacles perpetuate (at least officially and publicly) the image of women as invisible and their work as of low value. At the official level, these prejudices exist in national policies which emphasize such dichotomies like home economics/kitchen gardening as opposed to farming and that women should be interested in the former and men in the latter. This is what one might refer to as the ideological or attitudinal obstacles to equality (i.e., societal definitions of
status, sex roles and relative social standing of women vis-a-vis men).

13. The lack of recognition of and hence the lack of appropriate services to alleviate the constraints placed upon women's productive functions by their nurturant roles are major constraints to equality. Women, for instance, have to bear the burden of pressure to function and compete in the formal labour market and in income-generating agricultural work and at the same time be responsible for child-bearing and nurturing activities.

The problem exists at two levels: the reproductive role of women and the responsibility for family needs which often combine in women's lives. This results in women's inadequate acquisition of skills, and even where skills are acquired, their inability to apply their energies in the work process to compete fairly with men because of the general perception of reproduction as women's burden and not as a shared societal responsibility.

14. It is recognized that culture plays a pivotal role in individual and community life as a system of knowledge, values and beliefs and as the organizing principle of social, economic, religious and political life. In addition, it is the glue which, at any particular time, holds communities together and distinguishes them from one another. It also provides them with the basis of self-confidence in dealing with external and internal forces for change. The women of Africa are recognized as the prime custodians of cultural values.

15. Despite its geographical and cultural diversity, Africa shares many common basic cultural features, but over the past century the colonial experience has seriously affected and in some ways even weakened the role of cultural systems in binding African societies together. Whilst it would be wrong to treat cultural systems as sacrosanct and immune from interaction with other cultures, it must be admitted that one particular negative feature among others is discrimination against women on grounds of gender. Consequently the basic challenge facing Africa is in so far as culture is concerned, is the choice of developing a cultural system based upon a genuine search for autonomy, self-reliance and equality among all peoples regardless of gender, age, ethnicity or religious beliefs.

16. The stress on cultural roots and values should not be seen as a return to a golden age of the past or a retreat but as a challenge to support and enhance cultural systems which create a positive African image for future generations. Cultural practices should be developed to enrich the ways in which we work, relate and live without perpetuating negative and inequitable social, economic and political relationships.

Peace

17. The racist apartheid regime in South Africa is an affront to the dignity of all Africans on the continent. It is a stark
reminder of the absence of equality and peace, representing the worst form of institutionalized oppression and strife.

18. The close interrelationship between development, equality and peace and women’s active involvement in the advancement of these goals is vital in terms of enabling the Africa region to come out of the present crisis and make positive contributions to global development.

19. The link between peace and disarmament is clear. The resolutions of the United Nations and the Nonaligned Movement declaring the Indian Ocean a zone of peace and the call to make a nuclear free zone should be implemented. World opinion should be mobilized to condemn the arms race and demand complete freedom from nuclear weapons which threaten world peace and security. The funds presently being used in the arms race should be channelled to economic development in order to implement the New International Economic Order and strategies for women’s development and equality.

20. All countries have the right to independence and self determination. Therefore, there can be no peace in Africa until the whole continent is free from colonial and foreign domination, neo-colonialism, alien subjugation, apartheid and racial discrimination. Support should be given to the liberation movements and frontline States.

21. Peace is closely linked to the other two themes of the United Nations Decade for Women: without peace and equality no development can be achieved. Peace includes the absence of violence against women and between social strata. It is the guarantee of security and freedom to organize and participate in all spheres of development. Women can enjoy peace only if they guaranteed enjoyment of all rights enshrined in the Universal Declaration of Peace. A host of obstacles, mainly structural, have impeded the attainment of the goal of peace not only in the advancement of women but also in the attainment of self-sustained development of the region. Among these obstacles are:

(a) The growing crises associated with steadily weakening external stimuli for economic growth - a situation aggravated by some misguided policies and measures adopted by policy makers and planners;

(b) The dynamic of the international division of labour in which Africa and other developing regions have historically specialized as providers of raw material and commodities and importers of manufactures, technologies and patterns of consumption. This unequal exchange is taking place under increasingly deteriorating terms of trade and adverse market conditions. This phenomenon has affected Africa in several ways with the result that:

(i) it is more difficult for African countries to import the necessary
inputs (e.g., fertilizers) at reasonable prices to increase agricultural output and sustain adequate levels of food production;

(ii) internal agricultural production is oriented to meet the needs of external demand at the expense of local food needs;

(iii) it has restructured the allocation of agricultural factors of production: land, energy, capital and labour.

(c) National policies perpetuating low capital investment in agriculture and overconcentration of resources in certain export products which has resulted in:

(i) deteriorating quality of life in rural areas and consequent rural-urban migration that increase the family responsibilities of women; many of whom are now de facto heads of households;

(ii) deteriorating agricultural productivity;

(iii) deteriorating climatic conditions which in turn affect the environment and agricultural production;

(iv) appropriation of male labour by market forces for export production thereby squeezing labour available for food production.

(d) At the local level, land tenure systems and agrarian conditions have been restructured in such a way that food production has been left in the hands of small holders using traditional farming methods without the benefit of scientific and technological innovations needed to raise food production to satisfactory levels. This fact keeps traditional holdings under low productivity per unit area of land.

(e) The realization by the people of the sharp contrast between the prevailing state of increasing poverty and the value of actual as well as potential resources such as raw materials for industry reflecting firstly, the lack of technical know-how among the population of working age to exploit these natural resources for domestic purposes, and secondly, the difficulty of policy makers and planners in the region to conclude successfully the North-South dialogue in order to permit
Third World countries to have at their disposal sufficient factor inputs to pay for imports through increased export of primary products or manufactured products.

(f) The negative impact of steps now being taken by the industrialized countries to concentrate resources on new frontier technologies and associated industries in order to safeguard new industrial autonomy and their dominance over domestic and regional markets. Thus, more than ever, it is now necessary to incorporate the needs and situation of women into the analysis of Africa's problems.

(g) Inadequate mobilization of human and technical resources for examining and for making substantial contributions to the formulation of concepts, policies, planning and implementation of development programmes to enable the Africa region to overcome the crisis.

(h) The impossibility for women in the current economic crisis to be able to take the initiative to participate fully in the efforts to reshape the future of the Africa region and to do so in ways that are likely to promote opportunities for a status equal to that of men.

Women and Africa's Development to the Year 2000

22. The contribution of African women to peace and international co-operation depends mainly on their active role in decision making at all levels, namely, local, national, sub-regional, regional and international. The forward-looking strategies for the advancement of African women beyond the end of the United Nations Decade should be considered and endorsed at all future policy meetings on the continent's development. The strategies should also be utilized in the implementation as well as in the reviews and appraisals of existing global strategies, plans and programmes currently in place in Africa with a view to harmonizing them. Such global strategies include the Lagos Plan of Action, the African Regional Food Plan, the Industrial Development Decade for Africa, the United Nations Transport and Communications Decade for Africa, the Kilimanjaro Programme of Action on Population and Self-reliant Development, the International Development Strategy for the Third United Nations Development Decade and the North-South dialogue. The participation of women in national, sub-regional and regional institutions responsible for the implementation of these strategies is an asset which the region should fully utilize.

23. Africa has a very youthful population, upon whom the implementation of long-term strategies for the advancement of women in the region will depend. The problems of young people in Africa are both well known and overwhelming. In view of the declaration of 1985 as International Youth Year, it is important to link the
forward-looking strategies to the aspirations of the region's youth, especially specific policies for the education, health and employment of young women and girls, with special attention to ensure that they are consciously involved in social, political and economic development. Priority attention should be given to the improvement of living conditions, acquisition of positive attitudes and general development of present and future generations.
KEY AREAS AND ISSUES

A. AGRICULTURE AND FOOD PRODUCTION

The problem

24. Over the past two decades the food and agriculture situation in most parts of the Africa region has undergone drastic deterioration manifested in poor productivity in the sector, falling per capita consumption of food and increasing unemployment and misery. Part of this problem is attributable to the changes in land use. These have entailed monocropping of non-edible cash crops at the expense of multicropping patterns necessary for sustaining a more balanced range of options for food production and consumption. Another part of the problem related to conventional approaches to development which have concentrated on growth rates and attainment of quantitative targets to the exclusion of human resources considerations and the objectives of reducing hunger and inequality. Food production is further hampered by scarcity of arable land, water for consumption and irrigation and dependency on food aid. The need is great for increased attention to improving women’s productivity in agriculture towards the goal of self-sufficient food production.

Obstacles

25. The pattern of orientation of the agricultural sector described above has constituted a complex set of obstacles to women’s advancement. They include:

(a) The lack or inadequacy of national policies reflecting a multi-sectoral strategy for improving the efficiency of the contribution of women to national development; this obstacle results from ignorance of the key role of women in national development - especially in the case of rural development;

(b) Differential access by women and men to means of production which might be divided into two components: (i) unequal treatment in access to land, agricultural finance, credit, loans, subsidy and other inputs; and (ii) unequal treatment in access to education, skills training and technology;

(c) The absence or inadequacy of institutional machinery to incorporate, at the level of development and financial planning, an understanding of the double roles of women as mothers and producers in rural development;

(d) An inadequate data base or insufficient information which contributes to a biased, undervalued and marginal perception of women in rural development; one
of the major deficiencies of existing data is the inaccurate measurement of work done by women in food and agriculture in the household and in marketing.

(a) In the context of national economic development, the inequitable division of labour in the rural sector and in the household as well as unequal job opportunities whether in paid or unpaid jobs.

26. The following are among major strategies for overcoming the basic obstacles:

(a) Integrated solutions such as national food policies diversified according to specific national regions for the improvement of self reliance on food production instead of palliatives or fragmented remedies;

(b) Improved infrastructure to alleviate the burdens on women such as fetching water, energy, fuel and other forms of supplies collection;

(c) The mobilization of local human resources for general interest work and therefore the promotion of the community;

(d) Reliance on a combination of traditional know how and improved and/or modern technology appropriate for the local needs and customs;

(e) Dissemination of information to rural women through national information campaigns using all available media and established women's groups; exposure of local populations to innovation and creative thought through open air films, talks, visits among areas of similar demands, demonstration incentives to scientific and technological innovation; participation of women farmers in research for information campaigns; and involvement of women in technical co-operation between developing countries for information exchanges;

(f) Launching of complementary and parallel short, medium and long term agricultural strategies and sensitization of people to long-term needs;

(g) Avoidance of the reproduction at local level of the pattern of the international division of labour which emphasizes specialization in certain agricultural practices thus eliminating possibilities of other development and innovation.
National and local level

27. A reorientation in the allocation of productive resources to the agricultural sector with priority emphasis on food production is imperative. This reorientation implies for women:

(a) Technological improvements such as:

(i) Experimentation and research on agricultural and livestock raising technologies oriented to areas most adversely affected by climatic conditions;

(ii) Use of pesticides and, when possible, biological control with effective monitoring of the adverse effects of chemical pesticides on agricultural workers and ecosystems;

(iii) Dissemination of results of agricultural research on improved varieties of seeds adapted to the local requirements and patterns of consumption to women engaged in rural agricultural work, including both agricultural officers and farmers;

(iv) Research and experimentation on food production and storage techniques which improve traditional knowledge and introduce modern technology;

(v) Improvement of the efficiency of energy conversion as a complement to other measures for energy supply;

(vi) Improved methods of reducing post harvest food loss and of preservation and conservation of food products.

(b) Integrated farming systems aimed at self-sufficiency in food and energy production including:

(i) Creation of integrated farming systems with due consideration for the complementarity of grass fodder, cereals and agricultural wastes with animal raising activities;

(ii) Integrated and rational use of organic chemical fertilizers and the search for alternative solutions to the use of animal dung as fuel;
intensification of the local and integrated production of organic fertilizers using biomass and animal wastes;

(iii) promotion of agro-forestry programmes oriented to an improved food and fuel provision and to the preservation of forests and local ecosystems;

(iv) creation of integrated agricultural projects considering self-sufficiency in energy and food production and stimulating the generation of food surpluses for security and exchange purposes;

(v) launching of extensive programmes of re-afforestation based on community participation and oriented to arresting soil erosion;

(vi) raising small animals and encouraging the use of fish to improve nutrition.

(c) Improvement of training for women including:

(i) access to training programmes at different levels and types of skills and widening of the range of methods and technologies used for agricultural production;

(ii) substantial increase in the training of a female contingent highly skilled in modern technology and scientific and technological innovations;

(iii) increased participation of women in research and development of technologies appropriate for African agro-climatic conditions;

(iv) access to extension services and know how in the context of the modern sector;

(v) training of rural women in nutrition, considering seasonal production and availability of food products.

(d) Improvement of women's organizational capacity in farming activities:
(i) Horizontal co-operation and exchange of agricultural know-how and improved traditional techniques within the home, country and region;

(ii) Promotion of women's organizational capacity for collective, co-operative production, management and control of the fruits of their labour, including the formation of women's agricultural co-operatives.

(e) Access to productive factors such as land, capital and water:

(i) Access to credit oriented to the acquisition of the necessary inputs to increase agricultural production including the establishment of national banks for women;

(ii) reallocation of land resources with priority on food production, especially of staple foods;

(iii) Land reform and settlement programmes oriented to insure women's rights to land;

(iv) reforms in inheritance and customary laws or land tenure biases in terms of gender;

(v) allocation of community plots for landless female agricultural workers;

(vi) greater attention to planning and development of water supply in rural areas, both for irrigation and domestic consumption, with special remedial measures to relieve women's burdens in fetching water;

(vii) eradication of endemic diseases which prevent the use of vast land areas.

(f) Improved basic rural infrastructure:

(i) improvement of transportation and communication systems in relation to food distribution, improved technologies and animal power to alleviate women's drudgery in transporting food, water and fuel;
(ii) adaptation of transport technologies to sub-regional geographic and environmental conditions for easy marketing and exchange of primary commodities;

(iii) development of an integrated energy supply based on the diversification of local energy resources and emphasis on devices for high-grade energy conversion, oriented to serve community needs;

(iv) sanitary control on water development projects and dissemination of preventive measures against waterborne diseases;

(v) development of small, medium and large scale agro-industrial complexes providing employment for women at all levels of the productive process, ranging from managerial and technical to scientific options;

(vi) alleviation of demographic pressure in heavily populated areas;

(vii) provision of technical and infrastructural support to newly created rural settlements with due attention to meeting the needs of women;

(viii) provision of primary health care, particularly in isolated areas using para-medical assistance and local trained female personnel.

(g) Improvements in marketing, such as formation of women into marketing co-operatives, training for market women to improve their work environment and in food preservation and storage, provision of daycare facilities, legislation to limit imports in order to encourage domestic production and improved infrastructure.

23. Governments should intensify their efforts to enhance intra-African trade especially in agricultural products through sub-regional and regional co-operation. The recommendations made by the thirteenth FAC Regional Conference for Africa (Harare, 1984) and by the Governmental Consultation on the Role of Women in Food Production and Security (Harare, 1984) are endorsed.
Regional level

29. Governments should:

(a) Promote coordination and collaboration for the control of animal diseases and natural resources development;

(b) Mobilize resources and develop support industries to farmers as well as existing sub-regional and regional training centres in order to increase human resources required for the development of the agricultural sector and food crops in particular;

(c) Promote the development of research infrastructure and exchange of results in agricultural, nutritional and technological research, taking into account climatic and socio-cultural conditions;

(d) Promote the exchange of efficient technologies in agriculture and the household in order to alleviate women's burden;

(e) Promote sub-regional and regional communication;

(f) Develop means of sub-regional and regional communication;

(g) Develop intra-African trade and to encourage the exchange of agricultural products;

(h) Undertake coordinated actions at regional level in order to improve the terms of trade between developing and developed countries.

30. Sub-regional and regional organisations involved in the rural sector should establish and strengthen women's services with a view to better integrating women's needs in their programmes and promoting the dissemination of technologies likely to meet those requirements.

International level

31. International donors, including the Consultative Group on International Agriculture Research (CGIAR), should give greater attention to the applicability of their research on household production for food crops and particularly the role of women in decision making and in the process of technology transfer.
THE IMPACT OF DESERTIFICATION ON WOMEN'S CONDITION

The Problem

32. Thirty-five African countries, those south of the Sahara in particular, are affected by desertification resulting from the severe drought that has caused loss of human life and large scale displacement of populations. Therefore, the hydraulic potential must be fully exploited if smooth development is to be achieved. The phenomenon of drought and desertification needs greater financial assistance, further study and commitment to national projects in order to bring it under control.

Obstacles

33. Without clean and sufficient quantities of water no development policy can succeed. Food, nutrition, health, hygiene, sanitation and energy are all areas where women are actively involved, and those are contingent on an adequate supply of drinking water.

Strategies

At the national and local level

34. Strategies recommended include:

(a) Supply the community with drinking water through the construction of wells, boreholes, cisterns and locally made water catchment devices sufficient for all irrigation and domestic needs, including those of livestock;

(b) Building micro-dams and irrigation networks intended to reduce the dependence of agriculture on rainfall;

(c) Training women to take responsibility for the management of the hydraulic infrastructure, equipment and its maintenance;

(d) Organization and sensitization of women in the fight against desertification through large scale afforestation campaigns (planting of woodlots, collective farms and seedlings);

(e) Establishment of women's committees to fight bushfires and deforestation;

(f) Dissemination of improved traditional techniques for saving fuelwood;

(g) Involvement of women in mobilization and distribution of food aid in countries affected by drought.
35. Governments should adopt a coordinated policy in the struggle against drought and call on the Interstate Committee in the Struggle against the Drought in the Sahel (CILSS) to make provisions for women in its programmes.
C. INDUSTRIAL DEVELOPMENT FOR AFRICA

The Problem

36. There is a close link between industry and agriculture, and the fall in production in the agriculture sector has had adverse effects on manufacturing in Africa. Total food production rose by no more than 1.5 per cent in the period 1970-1980, while the African population expanded at an average annual rate of some 2.8 per cent. As a result, per capita food production dropped at an average rate of 1.2 per cent in the period 1970-1980. Industry, however, needs a thriving agricultural sector as a major supplier of its raw materials and as the principal market for its output. The weak technical position of women in agricultural production is a contributory factor to the present unsatisfactory situation. Problems in industrial development of the region reflect the dependent nature of African economies and the need to promote transformation industries based on domestic agricultural production. The region still has a low industrial base.

Obstacles

37. Major obstacles stem from energy problems, despite Africa's substantial energy reserves. This is not only limited to energy for industries, but particularly domestic energy sources which concern the female population even more. Other major obstacles include lack of raw materials for key industries, absence of qualified personnel and shortage of spare parts.

38. Population size and low levels of income (even more so with women) in most African countries mean that existing domestic markets for consumer goods are too small to permit the attainment of maximum economies of scale in many branches of industry. Rural-urban migration has left some areas with population densities too low to support development infrastructure. In addition, poor physical infrastructure results in high transport and distribution costs reducing the size of available markets significantly, and the problems are compounded by poor communications.

39. The geographic spread of industry in many African countries, akin to the distribution of industries in the region, is extremely uneven. Industrialization in Africa has principally consisted in setting up industries that produce simple types of manufactured consumer goods to meet a local demand formerly satisfied from abroad and heavily dependent on imported raw materials. The new import-substitution industries, while contributing to the relative decline in imported consumer goods, also increase the import of intermediate and capital goods.

40. National industrial strategies have provided few employment opportunities for women, thus underutilizing their human resource potential for industrial development. Discriminatory practices toward women in recruitment and promotion policies have had the
same effect. The lack of educational and/or technical training has prevented women from entering the industrial labour force or has kept them in low-skilled and unstable jobs. Labour legislation has also tended to inhibit women's full participation in industry, especially in the private sector. At present time women's under-employment in industry is exacerbated by high levels of unemployment. The very limited employment possibilities for women in the formal sector, the tendency to choose capital rather than labour intensive industries, discrimination against women by employers, the segregation of women workers in the least skilled and lowest paying jobs and the lack of interest shown by trade unions for the problems of women workers constitute major obstacles.

41. Finally, lack of female motivation to enter industrial employment often due to the nature of work and working conditions together with women's own self-imposed discriminatory attitudes to entering certain occupations have served as major obstacles in this field.

Strategies

National levels

42. In developing strategies to encourage African women's equitable participation in the industrialization process, policy-makers should not consider women's problems or programmes in isolation, but rather should keep in mind the interrelationships between male and female workers in industrial labour markets in general and in specialized occupational markets. National development plans should incorporate the objectives of the Decade for Women, especially with respect to industrialization and resource allocation. In such efforts the main considerations should be to ensure equity between men and women in job opportunities in industry, adequate training of women at all levels of production, distribution and marketing of manufactures, greater utilization of locally available resources, and better management with a view to laying a solid foundation for industrial development.

43. Activities should be undertaken to establish or strengthen support institutions, to subsidize and provide financial resources for industries run by women and those employing a high percentage of women, as well as to set up consultancy and engineering services and centres spearheading programmes for the integration of women in the industrialization process.

44. Necessary institutional machinery or operational focal points should be promoted for the increased involvement of women in industrial policy making at the national level. Governments should provide the right environment and support services to promote and facilitate entrepreneurship by women. Constraints on women's access to credit and land for enterprise development need to be removed.
45. Self-sustaining and self-reliant industrialization calls for flexibility and ability to respond quickly to rapid scientific and technological change through the appropriate deployment of manpower, among other things. Since most industrial operations, especially at the plant level, are carried out by technicians, vocational and trade-specific skilled personnel, technical and skilled labour training of women should be accorded high priority in national manpower development programmes. Opportunities should be made available for women to advance to better paid and higher level positions.

46. Governments should undertake necessary measures to increase women’s equitable participation in industry, including:

a) studies to identify the linkages between the modern and the informal sectors and programmes or projects to strengthen these linkages;

b) applied studies to show how alternative work arrangements, worker benefits and services can increase women workers’ productivity and reduce gender differentiated labour costs;

c) equal access to and participation in adult education and in-service programmes which teach not only literacy but saleable income-generating skills;

d) equal priority in the development of technologies that will relieve women’s work burdens in the home and at the workplace;

e) equal encouragement for women to form and actively participate in collective organizations including trade unions;

f) promotion and upgrading of local crafts and other small-scale and traditional industries.

**Regional Level**

47. The considerable experience and expertise in industrial development accumulated by some African countries could very usefully be shared with others. Within geographic regions, selected national industrial institutions, plants and workshops could become training centres or centres of excellence for the training of women. Regional and sub-regional finance and development institutions such as the African Development Bank, the Economic Community of West African States, and the West African Economic Community should finance industrial projects and enterprises set up by women to transform local agricultural and fishery products. Regional training and research institutions should establish target quotas for women candidates in all their courses. They should design and implement regular training programmes especially for women in industry as well as in handicrafts.
48. Sub-regional organizations for economic development such as the Economic Community for West African States and the Economic Community for the Central African States should set up services for women to ensure that women's interests are taken into account in sub-regional projects. The purpose of these services would be to disseminate national experiences regarding the impact of new technologies on women and the possibilities of new income generating activities for women.

49. An exchange of programmes for the development of small-scale industries for women ought to be organized with the active participation of regional and international institutions for the purpose of strengthening and improving the organization and efficiency of the informal sector.

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International level

51. On-going programmes of international organizations such as FAO, ILO and UNIDO in Africa related to industrial development need to be critically re-examined, expanded in scope and redirected towards meeting the actual needs and requirements of women. They ought to strengthen their programmes and objectives to adapt them to meet the real needs of women, particularly in the setting up of integrated projects and South-South technical co-operation towards realization of the New International Economic Order. ILO and WHO should disseminate widely the results of their research and technical know how on the dangers to the health and safety of women presented by certain industrial processes and technologies.

52. International organizations should set up projects to assist women's activities in the informal sector with the following objectives:

a) to identify old and new products and processes enabling women of different educational levels to participate effectively in production;

b) to undertake an evaluation of problems women face in gaining access to training programmes in non-traditional fields.

53. Bilateral and multi-lateral co-operation organizations should take into account national policies for the integration of women when they are called upon to advise governments on industrial policy and when they set up technical co-operation projects in this area.
Employment of women in industry

National level

54. Improvements should be made to provide better industrial conditions for women, including on-site daycare centres and breaks for nursing mothers. The situation of women in night and dangerous work and during pregnancy requires protective legislation. Governments should provide incentives and support to women workers in the informal sector, such as improved work environments. Trade unions should show more concern with the situation of women in paid wage employment. Governments which have not yet done so should ratify ILO Conventions and Standards related to women workers. Ministries of labour and national women's machineries should disseminate information to young girls on emerging career opportunities. National employment services should fill existing positions without regard to sex. Where inequalities still exist, governments should pass legislation to ensure women's equal pay for equal work.

55. Education campaigns are needed to promote public realization of the role conflicts between work and domestic responsibilities women suffer. Attention must be given to improving their health if women's work productivity is to improve.

Sub-regional level

56. African sub-regional economic organizations should identify means of integrating women in industry and other fields of work where employment opportunities exist in their sub-regions.

International level

57. The ILO should study the problems that prevent governments from adhering to international conventions on work and render the assistance necessary to remove these obstacles. ILO should assist governments in promoting the participation of women in non-traditional sectors by offering them possibilities of training and guarantees of work. ILO could also furnish technical advisory services to national institutions on the dissemination of information and aid to women entrepreneurs and other women working in the informal sector.

58. International governmental and non-governmental organizations should help organize study tours for women managers of programmes and projects and facilitate contacts between such women in various parts of Africa and in other regions. Better working conditions, access to diversified training and improved employment opportunities.

59. Multinational corporations should provide women with better working conditions, access to diversified training and improved employment opportunities.
D. HUMAN RESOURCES DEVELOPMENT

The Problem

60. Taking one of the major objectives of education as the development of a form of domestic factor input which is crucial for economic growth and which is not substitutable, except marginally, by imports, the broad issue may be stated as follows: the rate and direction of economic growth depends on the speed with which the population of working age acquires the know-why and know-how as well as other means for exploiting the natural resource base to meet domestic needs. The known and potential natural resource/raw materials base of the Africa region is enormous. The main difficulty is that in spite of a growing and young population, human resources development policies and practices have not been particularly successful in equipping the majority with the required know-why and know-how. However, the failure of development and economic growth policies, plans and programmes has intensified not only the problem of employment of males (from graduates downwards) but especially so of females in view the sex bias against the education and training of girls. Other factors affecting the sex bias in education/employment have been gender-based differences in the opportunities for professional and vocational education offered to girls and boys. As the economic situation deteriorates so will the existing factors working against the education and employment of women and girls grow stronger.

61. The change of these policies should create a favourable environment for the education and employment of the population regardless of sex. The force of this change will be even more powerful to the degree that policy-makers and planners recognize that talent is not distributed by sex and that any policy that closes off from full development and use the largest part of the national pool of talents is suicidal. These effects will occur because it is in the rural areas that structural change and self-sustaining economic growth must take place mostly because it is here that the bulk of natural resources are to be found; that the larger part of the population made up mostly of women and girls lives; that the new production and employment opportunities will be generated and, therefore, that factor inputs will be developed and put to use. It should be one of the major tasks in the immediate future to argue these points into full acceptance. This will form an important part of the education of policy-makers and planners. In considering the problem, the important linkages between education, culture, history and economic development must be taken into account.

Obstacles

62. One of the impediments to the expansion of educational opportunities in Africa is its high cost and the share it represents at present of the small, slow-growing national product. These are reinforced by the tendency to give more priority in expenditure to buildings and furniture at the expense of improvements in the
quality of teachers, library and textbooks, laboratories and workshops. Campaigns to modify and change this emphasis, together with rapid growth of the domestic products, should facilitate the provision and improvement of education for all, especially in the rural areas, without regard to sex. These will not occur spontaneously. It is imperative that the significance of the existing rural sector in the forthcoming economic transformation, and the link between education and training of women and girls who form the bulk of the rural population and that transformation, be stressed repeatedly.

63. In this connection, it should be noted that as farm productivity rises, farm labour tends to be discharged either into the few large towns or into rural industry and services. This calls for recurrent monitoring of changes in the farm economy and farm employment and for the provision of corresponding education and or training opportunities to facilitate the entry of women into new jobs.

64. The importance of realistic planning and monitoring should not be underestimated. An abrupt expansion of demand for skilled and semi-skilled workers and other personnel within a particular sector or in a particular geographical area can undermine the local secondary and even primary school system, raise wages and facilitate the adoption of labour intensive technologies and create considerable adverse consequences.

65. The issue of health is crucial to human resources development. The full participation of women in development is often made difficult by illness, malnutrition, frequent pregnancies and certain inappropriate health practices. The illnesses of children and the care they require impose additional handicaps on women's economic activities.

Strategies

66. Educational strategies for Africa need to be adapted to African realities and divorced from colonialism. Among the measures requiring priority action the following should be included:

National level

(a) Reform of socialization practices at the family and community levels so as to make males accept joint responsibility in domestic management;

(b) The removal in primary education and upwards of elements in the curricula, textbooks and teaching methods which introduce or consolidate gender discrimination;

(c) The reform of curricula and teaching/learning processes and of the design of tests and examinations at every level to facilitate the understanding of science
and mathematics, to provide more adequately for independent thinking, and to encourage inventiveness and innovativeness, particularly in regard to girls;

(d) The initiation of research to determine the adaptability and use of existing and new information technologies for rapid formal and informal education, acquisition of skills and information. This applies firstly to the use of these technologies for re-orienting and retraining teachers and instructors;

(e) The design of special measures for reducing the high dropout rate of girls, particularly talented ones, within each educational level and at the junction of educational stages;

(f) Design and production of more materials for education and training of girls and women at all levels;

(g) Reform of the subject structure of third level education in the light of its relevance to potential social and economic growth;

(h) The design and experiment with bridging courses to move female and male students to educational ladders reflecting changes in the demand for graduates;

(i) Adoption of measures for optimising the use of fixed physical plant at all levels of education and training;

(j) Consideration of the potential areas of expansion of African economies consistent with a new drive towards structural change and self-reliance and provision of the opportunities for specialist and general professional employment to which these will give rise, and adoption of the steps which young women can take with the help of career, advisory and similar services to prepare themselves to take advantage of such opportunities;

(k) Studies which uncover the growing impact of automation on areas of employment currently or potentially occupied by women and the implications of these trends for technology, import policy or for education and training related to these areas;

(l) Special consideration to be given to extension of opportunities for self-help and self-education to more women and girls at the grassroots level.

67. Other measures related to education and training include:

(a) Design and introduction of culturally appropriate sex education curricula in order to combat adolescent pregnancies;
(b) research, design and introduction of special programmes to equip dropout and school leaver girls with marketable skills;

(c) Use of the media to develop communications for the spread of education;

(d) Introduction of compulsory, free education at primary and secondary levels; positive discrimination to secure the enrolment of more girls at tertiary levels;

(e) Consideration by governments of the establishment of national offices of the International Research Training and Research for the Advancement of Women (INSTRAW), given its important role in human resources development.

Regional level

68. At the regional level, in the context of regional cooperation, governments should take all necessary measures to facilitate and promote:

(a) Exchanges of information and experience for a system of scholarships and training for women;

(b) Setting up or strengthening of African consultancy services utilizing the expertise of women in various fields.

69. An in-depth study should be undertaken either at the sub-regional or regional level on functional literacy for women through formal and non-formal education methods, to include investigation of the training of trainers and choice of teaching materials. The assistance of African countries which have experience in this field should be sought in this endeavour.

Women, Health and Population

National level

70. With particular regard to women in rural areas, governments should undertake concrete programmes in maternal and child health based on the WHO Health for All by the Year 2000. Women should be involved in the planning and delivery of public health care services. Health education campaigns should address the need for the involvement of men in family health. Measures should be taken to reduce the rate of fertility and the rate of infant and maternal mortality and to extend the very low life expectancies of African women. The United Nations system should fully involve itself in the promotion of public health care projects. Governments should undertake research to investigate the impact of regulations regarding maternity leave on women's health.
Programmes should be developed to meet the particular needs of handicapped women and those suffering from mental illness. Governments should make special efforts to allow women with physical disabilities to play useful roles in society. Special attention should be shown to the situation of young girls and elderly women. Governments should disseminate information on successful programmes in the rehabilitation of the handicapped and mentally ill and social reentry of juvenile delinquents.

Governments should recognize the importance of demographic variables in development planning, with particular attention to the development of national population policies. Free family planning information and services should be made available to women, especially those in rural areas.

Regional and international level

Governments and regional organizations should join efforts to promote the delivery of basic services under a policy of decentralized delivery of primary health care taking into account the needs of the most vulnerable groups and to wipe out epidemic diseases. Major strides must be made to improve the survival rates and development of children along the lines of the Alma Ata recommendations, under the auspices of WHO and UNICEF, emphasizing environmental hygiene and nutrition of women and children and involving wherever possible practitioners of traditional medicine whose skills should be upgraded. Further efforts are needed to stem trafficking in drugs and to disseminate information on their ill effects.
E. PEACE AND APARTHEID IN SOUTH AFRICA AND NAMIBIA

The Problem

74. The apartheid system is a brutal and unique form of colonialism where there is no spatial separation between the colonizer and the colonized and race determines the political, economic and social position of different members of society. During the United Nations Decade for Women, the apartheid regime in South Africa experienced a major crisis arising out of its integral position in the world capitalist economic structure which is in recession and its own internal contradictions. The magnitude of the crisis has been such that the regime has been compelled to restructure the apartheid edifice. This has led to internally repressive laws and policies which have drastically reduced the standard of living for the black community in South Africa and Namibia. At the same time the regime has sought to present the internal changes as reforms to the international community in peace gestures.

75. Black women of South Africa and Namibia have suffered the most privation and repression at the bottom of the colonial racer political system. The so-called constitutional reforms culminating in the Republic of South Africa Constitution Act (1983) offer them no solace because they exclude the majority of Africans and entrench racism. Under the new arrangements 6.5 million African women will be confined to rural poverty and live as denationalized aliens in the Bantustans. Those who have rights under the draconian section 10 of the Urban Areas Act may remain in the cities as wage labourers, but in the period of massive unemployment, high inflation and rising prices they face diminishing prospects as members of their race and sex. In Namibia the influx control laws have bound women's entry into labour market to their familial ties to men. The presence of South African occupation forces have had devastating effects on women due to the increased mass removals, appropriation of land, military brutality, rape and murder.

76. The increased militarization of southern Africa has had severe negative effects on the social services which serve the needs mostly of women and children. Critical resources have been diverted to the war machine and the implementation of measures that entrenched inequalities among the races. The current schools boycotts in South Africa and Namibia attest to the lack of improvement in the educational sphere. Preventable diseases and high infant mortality continue to torment women and their children while the maladministration of birth control procedures, especially in Namibia, threaten the black society as a whole. Black women are victims of South Africa's external aggression as they have been killed in military raids, letter and parcel bombs and attempted kidnapping.

77. Apartheid South Africa stands against the major themes of the Decade. The regime did not recognize the International Women's Year (1975) or the Decade itself. Nevertheless black women have
responded to the oppressive and deteriorating conditions by intensifying their resistance within their own organizations. They have also joined hands with other affected sections of the community such as students, churches, trade unions, and other community-based organizations which have fought to boycott increases in rent, food and transport prices, forced removals and the racist tri-cameral parliamentary elections. They have also organized community action around their own pressing needs, as evidenced by the proliferation of women's co-operatives for mutual benefit. Women have put forward long-term goals for their post-
apartheid societies which include full and equal democratic rights for all, removal of all racial and sexist discrimination, free, compulsory and equal education for all; clinics, and nurseries schools; equal rights and status in marriage and a condemnation of all apartheid laws. Their mission is to see the of a new and reconstructed South Africa and Namibia where there will be no Bantustans and no group areas. For South Africa they are doing this in a united front with other affected South Africans under the banner of the United Democratic Front inside the country and the National Liberation Movement in exile. For Namibia the efforts are being undertaken by the South West Africa People's Organization (SWAPO) both inside the country and from exile.

78. Effects of apartheid are felt strongly not only in South Africa and Namibia, but also in the frontline States and in other countries to which women have been displaced or sought refuge.

Obstacles

79. The armaments industry constitutes a permanent and formidable threat to peace in Africa and the world and must be eliminated in order to facilitate the achievement of equality and development.

80. In South Africa and Namibia it is possible to enumerate a long list of political, legal, social and cultural tendencies which can be said to prevent the advancement of women. But it is clear that the possibilities for altering these tendencies are effectively obstructed by the regime's priority of maintaining the divisive apartheid structures. Hence the overall obstacle to women's advancement and to equality and peace in South Africa and Namibia is the enforcement of apartheid rule itself. The apartheid system also undermines peace in southern Africa and the continent as a whole.

Strategies

81. Forward-looking strategies for the advancement of women in South Africa and Namibia should:

(a) address the issues of equality, development and peace at the same time since their interrelationships are particularly poignant in the apartheid situation;

(b) set goals for:
(i) the struggle to eradicate apartheid;
(ii) the reconstruction of new societies; for this the timeframe of the United Nations Decade for Women or the year 2000 of the Lagos Plan of Action may not be necessarily appropriate.

National_level_in_independent_Africa

82. The women of Africa together with their governments should renew their commitment to the eradication of apartheid and support to their struggling sisters in all possible ways. To this end women and women's organizations should keep themselves constantly informed of the situation of women and children under apartheid, disseminate information widely and build up awareness in their countries about the situation. Women's organizations should undertake concrete programmes to support women and children victims of apartheid, particularly those who have become refugees. In particular:

(a) Women and their organizations should pressurize their governments to sever all links - political military, economic, diplomatic, cultural and sports - with the apartheid regime;

(b) Women and governments of the frontline States should continue their laudable defiance of the apartheid regime and give moral, political and material assistance to the exiles and refugees from South Africa and Namibia living with them.

83. Women should organize national solidarity and support committees where these do not already exist or participate in existing committees against apartheid to educate public opinion on the evils of apartheid and its particular brutal oppression of women. Such committees should mobilize men and women to show solidarity in concrete and practical terms with the struggling black women of South Africa and Namibia.

84. National governments should observe the International Day of African Women and the Day of the Solidarity of South African Women, disseminate information on apartheid, organize activities in solidarity with women in southern Africa and render all necessary material and moral support for women and children victims of apartheid, and to the struggle for the independence of South Africa and Namibia.

Regional_level

85. It is imperative that African governments, sub-regional and regional organizations strengthen their co-operation in order to achieve peace on the continent. African governments should isolate South Africa by consolidating their unity.
within OAU, by strengthening intra-African trade and by pooling their economic, political, diplomatic and military means to assist liberation and frontline States in their struggle to eliminate apartheid. It is also imperative that:

(a) African States and the OAU should support the frontline States presently bearing the brunt of the burden of South African and Namibian refugee and displaced populations which are predominantly women and children;

(b) In concert with the national liberation movements, the OAU and ECA should take the lead in the design, planning and development of a nationhood programme for South Africa in which special needs of women and children would be taken fully into account;

(c) Regional African non-governmental and inter-governmental women's organizations, such as the Pan African Women's Organization (PAWO), the subregional committees on the Integration of Women in Development (SRCs) and the African Regional Coordinating Committee for the Integration of Women in Development (ARCC), should make the issue of women under apartheid a priority issue for all their meetings and conferences and condemn it unequivocal terms. They should also exert strong pressure on member States to implement sanctions and other measures recommended by the OAU and the United Nations;

(d) PAWO, the SRCs, ARCC and other regional women's organizations should give active and concrete support and assistance to women in the national liberation movements, ANC, PAC and SWAPO, to strengthen their political, diplomatic, economic, social and leadership roles in the struggle;

(e) Regional women's organizations in collaboration with concerned international women's groups should mount and intensify a campaign for the release of women and men imprisoned by the apartheid regime in South Africa and Namibia.

(f) Urgent steps should be taken as necessary to strengthen and coordinate the activities of the Liberation Committee and the women's programme in OAU, the African Training and Research Centre for Women (ATRCW) of ECA and the Association of African Women for Research and Development (AAWORD) so that they can mount a major programme of research, seminars, workshops and other forms of technical assistance to help the oppressed women of South Africa and Namibia overcome their many handicaps under apartheid. In this respect experienced, skilled and qualified African women should put their expertise and services at the disposal of women in the national liberation movements now and of all women during
the post-apartheid reconstruction in Namibia and South Africa to ensure their effective and equitable participation in all spheres of life in the new societies.

(3) The OAU women's programme, ATRCW and AAWORD, in collaboration with PAWO, the SRCs, ARCC and other regional women's organizations, should launch, in collaboration with the Pan-African News Agency (PANA), a bulletin in all necessary languages to inform African men, women and governments as well as the international community of the impact of apartheid on the lives of women and children of South Africa and Namibia and the efforts being made to redress the situation.

International level

86. The United Nations and the international community must strengthen their resolve to see the abhorrent apartheid system eradicated and Namibia freed from the forces of occupation. Due to South Africa's position in the international political and economic structure the international community has the greatest responsibility to ensure that peace and human dignity are restored to southern Africa. To this end:

(a) All political, military, diplomatic and economic ties between South Africa and concerned governments, multinationals and other interests in the international community should be severed as these relations give respectability and material means to the apartheid regime to unleash untold misery and loss of life on the oppressed people, the majority of women are black women and children;

(b) The international community must insist upon the speedy and effective implementation of Security Council resolution 435 (1978) for the independence of Namibia and all the United Nations resolutions calling for sanctions against South Africa, its isolation and abandonment of its racist policies. All efforts should be made for the immediate and unconditional withdrawal of South African forces from Angola;

(c) The international community should provide greater moral and material assistance to all the bodies fighting to remove apartheid, especially the national liberation movements, ANC, PAC, and SWAPO, the African frontline States, OAU, the United Nations and non-governmental organizations;

(d) The section of the Programme of Action adopted by the World Conference held at Copenhagen in 1980 dealing with women in Southern Africa is still valid and should be fully implemented. The programme which is elaborated
in document A/CONF.94/6 Rev.1 entitled "Measures of Assistance for Women in Southern Africa" provides comprehensive strategies and actions that the international community can take to ensure legal, humanitarian, moral, political and technical assistance to women inside South Africa and Namibia and in exile and to prepare them to play active roles in the leadership and execution of programmes for the reconstruction of their countries once apartheid is destroyed. To this end the greatest publicity must be given to issues of apartheid and women in all member countries of the United Nations.

87. Military installations at Diego Garcia should be dismantled and the Indian Ocean declared a zone of peace.

88. The OAU, the United Nations and the international community should provide greater moral and material assistance to women in the occupied Arab Territories to enable them meet the hardships of their living conditions. In this respect actions by the relevant OAU and United Nations offices are required to provide the necessary education, training opportunities, health services, social and economic programmes.
F. REFUGEE AND DISPLACED WOMEN

The Problem

89. The refugee population in Africa today is 3 million while displaced Africans are estimated at 10 million. Approximately 60 percent of refugee and displaced Africans are women and children. They suffer most from the hunger, disease and fear which characterize the lives of uprooted persons. Efforts have been made by the OAU, the United Nations, voluntary organizations and especially African countries of asylum to meet the needs of as many refugees as possible in protection, emergency and relief aid, health, educational and employment services. Recent research shows that in spite of these efforts, the conditions of refugee and displaced women have not improved to any appreciable degree. Many face increased responsibilities as heads of their households; counselling and medical services are inadequate; their preponderant illiteracy rates severely limit their opportunities for employment and self-improvement. Urgent action is thus required. The very poor quality and conditions of life of those women and children act as a negative influence on Africa's human resources and material development and will affect future generations. In the present socioeconomic crisis of the continent, such influence can have disastrous consequences for all countries.

90. The major obstacles include:

a) the political instability, social, cultural and ethnic conflicts in African countries, interstate conflicts and the legacy of colonialism;

b) the existence of the apartheid regime and its repressive laws and policies within South Africa and Namibia as its acts of coercion, subversion and economic and political destabilization in the frontline States;

c) inadequate quantitative and qualitative research on the conditions of refugee and displaced women;

d) influence of traditional conceptions of women's role and lack of policies to meet their specific needs;

e) lack of adequate knowledge and information on the causes and conditions of refugee and displaced persons, particularly females, in Africa, which inhibits appropriate concerted actions at national and regional levels;

f) absence of national laws on refugees;

g) the non-ratification by many African countries of some essential regional and international instruments relating to this issue, including the OAU Charter on Human and People's Rights (1981). This situation affects
the refugees living in those countries. In many instances women and children refugees suffer from the lack of protection and nonrecognition of their rights and they are unable to take full advantage of the assistance provided by the international community.

Strategies

National Level

91. Assistance for refugee and displaced women is primarily a problem of the asylum country and requires the country’s own sensitivity and solutions. In order to provide appropriate relief, settlement and rehabilitation the characteristics and composition of the target population must be well analyzed and understood and long-term solutions must be found. To this end:

(a) Country-sponsored studies and socioeconomic surveys should be carried out on refugee and displaced women and children as well as those of the local communities among whom they have settled. This combination is important for development planning since the needs of refugees, especially in the rural areas, are often the same or similar to those of the local people;

(b) National women’s groups and organizations should become more actively involved in the issues of refugee and displaced women through raising their own awareness and that of other people in the country and through the mobilization of emergency relief aid as well as developmental assistance, including the expertise of local women to meet the needs of refugees. Local peoples should be educated to the situation of persons newly placed in their midst. All these efforts should be carefully coordinated with the governmental machinery responsible for refugee matters and with the office of the United Nations High Commissioner for Refugees (UNHCR); women’s organizations should make concrete efforts to help women and children in refugee camps;

(c) Consistent efforts should be made through education and political action to cultivate a commitment to nationhood and nation-building and the reduction and elimination of ethnic, cultural and other internal political conflicts. Governments should make all possible efforts to remove the causes driving their citizens into exile and guarantee their peace and security;

(d) Governments should implement resolutions on refugees and displaced persons passed by international bodies.
Regional level

92. The African refugee problem is primarily an African responsibility which should be borne on a collective regional basis. There is need for greater regional co-operation in mobilizing for peace and equality and creating the conditions through which the root causes can be removed and lasting solutions found. In this regard:

(a) OAU remains the appropriate machinery for consolidating the spirit of co-operation among African States and finding solutions to the problems threatening their security and peace, including the refugee question;

(b) Since most of the refugee and displaced populations are found in only a limited number of independent African States, there is need for regional co-operation to assist the affected countries. This is particularly necessary because the countries shouldering the heaviest burdens, mostly in eastern, central and southern Africa, are mainly least developed countries;

(c) Regional and global meetings, seminars and conferences should be organized by OAU and ECA to create greater awareness of the plight of refugee and displaced women in Africa. Government representatives, voluntary organizations and independent experts should be brought together to exchange information and ideas while at the same time creating consciousness among other governments and populations geographically removed from refugee and displacement situations;

(d) There is an urgent need to undertake regional studies to collect accurate data on refugee and displaced women and to carry out feasibility studies for planned programmes. In this regard efforts must be coordinated among the OAU Liberation Committee and women's programme, PAWO, the ECA/ATRCW and the Association of African Women for Research and Development. This would place the problem of refugee and displaced women within the broader context of women and development in Africa;

(e) Similarly, assistance programmes for refugee and displaced women should be developed and coordinated at the regional level among the above and other technical bodies. Existing organs and programmes in OAU and ECA/ATRCW should be strengthened and utilized to mobilize and coordinate the necessary regional expertise and technical assistance;

(f) SADCC should include the problems of displaced women and children living in southern Africa in its programme;
(3) OAU member States must ratify, if they have not yet done so, the United Nations Convention on the Status of Refugees (1951) and its Protocol (1967) the OAU Convention Governing the Specific Aspects of the Refugee Problems in Africa (1969) and the OAU Charter on Human and People's Rights (1981) so that women and children refugees can enjoy a normal life in the most countries.

(International level)

93. Many international conferences and co-operation efforts have underscored the international dimensions of the African refugee problem. In order to strengthen the assistance to refugee and displaced women:

(a) Existing collaboration among OAU, ECA, UNHCR, UNDP and other intergovernmental and non-governmental organizations involved in refugee assistance should be used to define more clearly the policies and approaches to problems of refugee and displaced women. There should be strong co-operation at the policy level to ensure that humanitarian and development assistance enables refugee and displaced women to become self-supporting, self-reliant and constructive participants in the development of their countries of asylum, settlement of origin;

(b) It is crucial for all agencies to involve refugee and displaced women in the planning and execution of assistance programmes and in the decision-making and administration at refugee camps and settlements;

(c) Counselling services must be relevant to the client population, especially women who must be assisted to overcome their psychological, social and cultural handicaps in order to rehabilitate them to a normal way of life with minimum delay;

(d) With respect to employment generation, agencies must avoid confining refugee and displaced women within traditional gender-specific roles. Before establishing projects in employment, health and education, there is need for feasibility studies and especially market surveys for income-generating activities. Such projects must be established with a sensitivity to and provision for women's other responsibilities as mothers and homemakers. Traditional occupations such as handicrafts should be developed only through appropriate, well-organized co-operatives in which training in basic concepts of management, entrepreneurship, bookkeeping, costing, pricing and marketing, loans and credit is provided;

(e) More functional literacy programmes must be established and existing ones expanded to cover more refugee and displaced women. Such programmes would speed
up the process of integration and rehabilitation and eliminate feelings of marginality and alienation common among older illiterate refugee and displaced women:

(f) Public workshops and seminars should be organized to educate the local population as well as the refugees themselves on the problems and needs, rights and responsibilities of women.
G. MONITORING CHANGES IN THE SITUATION OF WOMEN IN AFRICA

The problem

94. Over the Decade for Women, a number of lessons have been learnt regarding equality and the impact of development programmes and projects on the status of women. Important among these lessons are that:

(a) development planning should incorporate a definite awareness of the needs to improve the conditions of women and to involve women in the planning and decision-making processes;

(b) feasibility studies and prospective evaluation of projects should identify and anticipate their likely impact on women;

(c) there is a need for institutional arrangements capable of monitoring changes in the situation of women in a sustained and consistent manner in order to assess what progress is being made and what problems are being encountered at the practical level;

(d) large scale agricultural projects, as a critical example, can have quite detrimental consequences for women and such adverse impact is often realized only after the projects have been implemented.

Obstacles

95. Although some advances have been made, the main obstacle to progress in the equality and participation of women in development and monitoring of changes in their situation are in the following areas:

(a) Plans and policies

(i) human, material, financial and budgetary constraints;

(ii) structural and bureaucratic bottlenecks;

(iii) inadequate data for planning and inclusion of women's needs.

(b) Laws and Legislation

(i) lack of awareness by women of their rights and entitlements under various existing laws;
(ii) underrepresentation of women in legal and policy-making bodies, i.e., in parliaments, cabinets or party executive committees.

(iii) contradictions between customary, religious and statutory law, and problems in the mobilization and application of law.

(iv) economic and cultural constraints which prevent women from seeking redress of injustices through judicial process.

(v) discriminatory practices by those who are in control of institutions.

(c) Political participation

(i) constraints on women's time arising from their double responsibilities in production and reproduction;

(ii) popular beliefs and practices which inhibit women's political participation;

(iii) lack of popular support for women aspiring to political office;

(iv) women's lack of self-confidence in applying for high-level and competitive positions;

(v) limited opportunities for women to acquire political education and skills.

(d) Mass media and communication

(i) paucity of women in the mass media at the decision-making levels;

(ii) limited accessibility to the media, especially the print media, for certain groups, particularly in rural communities with high illiteracy rates and where women are in the majority;

(iii) societal images of women and women's self image that influence the manner in which the media portrays women.
(e) National machineries

(i) the location of many national machineries such as bureaux, councils, commissions and units in ministries or bodies which often receive secondary attention from policy makers thus according them a low status and imposing restrictions on their effective functioning;

(ii) the lack of statutory provision stipulating a clear mandate for national machineries to coordinate women’s questions;

(iii) the acute shortage of technical expertise, financial, and material resources that places serious limitations on the implementation of targeted projects and programmes and the monitoring of progress;

(iv) lack of firm commitment on the part of some high-ranking officials;

(v) weak overall linkages and lack of co-operation between national machineries and women’s organizations, groups and constituencies, especially at grassroots level, as well as between national machineries and technical ministries and departments responsible for national development;

(vi) lack of necessary technical competence.

(f) Cultural and Social attitudes towards women

Some aspects of these attitudes, especially with regard to employment, health and education, inhibit women’s full and equal participation in development.

Strategies

96. In view of the experience recorded during the Decade for Women and the continuing obstacles identified above, it is evident that the issue of women’s development in Africa is inextricably bound up with the problem of peace and Africa’s development. It cannot be solved outside of the overall development strategy. This means that the central concern is the objective of equality for all, men and women, as a precondition for development.
97. Future strategies for the improvement of the situation of women require appropriate institutional arrangements and adequate financial, technical and material resources for advocacy for women, and for long-term integrated planning and assessing of progress and problems which might arise from proposals currently being made and those envisaged by all member States toward the year 2000. Some of the key strategies include:

(a) The overall strategy

(i) Countries should make full use of existing national, sub-regional and regional research centres to collect relevant data and information needed for the planning and elaboration of strategies for the improvement of the status of women and their participation in the development process;

(ii) In view of the centrality of women in development, planning ministries should establish a framework for incorporating women's needs and issues in development plans and strategies and for monitoring progress in their implementation in close collaboration with the national machineries;

(iii) As a long-term measure, financial allocations should be obligated by ministries and executing bodies for the promotion of the overall efforts for women's advancement. In this regard interministerial collaboration and coordination with clear systems of responsibility and accountability are strongly recommended;

(iv) As a long-term policy, schools and training institutions, centres and adult education programmes should incorporate leadership training in their curricula with emphasis on the part both men and women should play in decision-making. Suitable teaching material should be revised or devised for this purpose;

(v) In order to ensure the effective implementation of the overall development strategy, short-term and long-term arrangements should be made for increasing the representation of women, especially those in the rural areas at grassroots level, in policy-making bodies;
(vi) Governments which have not yet ratified the Convention on the Elimination of All Forms of Discrimination against Women should do so.

(b) National machineries

(i) In view of the pivotal role which national machineries could play in the enhancement of women's positions and opportunities, it is imperative that these bodies be placed in strategic locations where they can monitor national trends, seize all relevant occasions to advance women's interests and work to implement the forward-looking Strategies;

(ii) Although political party national machineries may be useful for mobilizing the masses and winning political support from governments to which they are affiliated, these gains are likely to be transient in view of the nascent nature of the state apparatus characteristic of the region. It is thus necessary for governments to consider the establishment of structures responsible for issues affecting women as an integral part of state machinery;

(iii) National machineries should set realistic targets based on a genuine appraisal of women's priorities at grassroots level;

(iv) National machineries should promote pilot projects designed to test modalities of intervention that will rise the productivity of women and encourage dissemination and replication of the results by relevant technical ministries and agencies throughout the country;

(v) National machineries should work in collaboration with judicial systems to initiate legislative changes in areas where discrimination still exists in legislation and practices, to review customary laws, particularly those on marriage, and to undertake campaigns to inform women of their rights;

(vi) National machineries should take the lead in education campaigns to change cultural stereotypes preventing the full
participation of women and to sensitize the population to the need for the full development of women's potential.

(c) Machineries at sub-regional levels and regional levels

(i) OAU and ECA should expand their regional level activities including the dissemination of information and technical assistance to facilitate experiments on intervention modalities that are most likely to promote women's contribution to increased productivity;

(ii) OAU and ECA should assist sub-regional machineries in developing viable multinational pilot projects and in mobilizing necessary resources and expertise to undertake such experiments;

(iii) OAU and ECA as well as other interested organizations should use existing mechanisms to see that the results of such experiments are made available to member States and provide technical assistance to help interested member States test the modalities of intervention and apply them in their own circumstances;

(iv) The office of the Secretary-General of the OAU and of the Executive Secretary of the ECA as well as member States should:

(a) mobilize the co-operation of the international community not only in the mounting of pilot projects but also in training persons to assume full responsibility in running the projects;

(b) take steps to widen the social and economic surveys of Africa to provide data for the integration of women in development towards the year 2000;

(c) provide for the collection and analysis of data in appropriate regional statistical and information centres and facilitate the incorporation of new information pertaining to women in the research programme of the activities of the African Household Capabilities Survey Programme;

(d) take the appropriate measure to increase the number of competent women in their sub-regional and regional offices.
(v) ECA/ATRC, upon request from national machineries, should undertake concrete field programmes and disseminate research and information on the situation of women in the region.

(vi) Machineries and governments should coordinate their approach to the mobilization of external assistance to ensure that the objectives of strategies for integrated development that advance the status of women can be achieved. In this regard machineries should participate in country programming exercises, donor roundtables and other negotiations;

(vii) An evaluation of sub-regional and regional machineries should be undertaken to assess their strengths and weaknesses in order to reinforce their monitoring capacity for the present strategies beyond the Decade;

(viii) In the same perspective, action should be taken to assess the system of mobilization, planning and utilization of resources for regional co-operation;

(ix) ECA and the African Development Bank should mobilize more resources for the support of sub-regional women’s programmes. Donor agencies, other than UNDP, should place more emphasis on sub-regional women’s development programmes;

(x) Sub-regional programmes for the integration of women in development must pay special attention to community development projects.

International organizations should:

(i) encourage and strengthen national self-sufficiency and capabilities of each country in planning, development, implementation and project evaluation and follow-up;

(ii) develop modes of co-operation among themselves to ensure maximum benefit from their technical assistance and avoid wastage due to duplication;
(iii) coordinate better their regional and country level activities and prepare their assistance programmes in consultation with national machineries at donor roundtable negotiations especially in key areas which have the potential for multiplier effects to improve the situation of women;

(iv) increase their assistance for the training of women in key economic and social fields with special emphasis on exchange of technical experts and experience within the framework of the Lagos Plan of Action.

99. In the campaign to implement the Arusha Strategies for the Advancement of Women, all available technical, financial and human resources need to be mobilized. Information should be disseminated to women in rural areas through the establishment of radio listening posts. Seminars should be mounted to disseminate the results of research and data collection. An information campaign should be designed so that men in Africa understand that the full participation of women in society is not a threat to them but an asset to development.
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