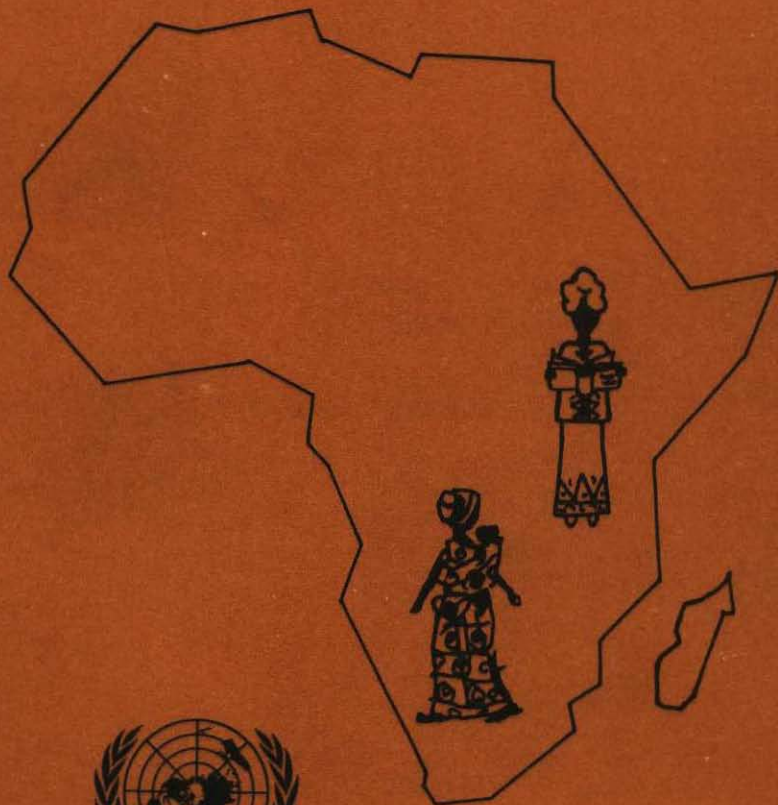


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**RECOMMENDATIONS
OF REGIONAL MEETINGS
FOR AFRICA
ON THE ROLE OF WOMEN
IN DEVELOPMENT**



UNITED NATIONS
ECONOMIC COMMISSION FOR AFRICA

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I. INTRODUCTION

During the last decade the potential of women to augment the pace of national and regional development has been increasingly recognized by the United Nations and its specialized agencies and by the Governments of the States members of the Economic Commission for Africa and of other organs.

To stimulate action towards the elimination of obstacles which still impede women from gaining access to the modern tools of development, such as education and training, employment and decision-making, various conferences and seminars have been organized of both the regional and the interregional level by the United Nations and its specialized agencies and by other bilateral and voluntary agencies. In addition, the United Nations General Assembly in resolution 3010 (XXVII) of December 1972 designated 1975 to be the "International Women's Year"; that is, the year during which efforts will be intensified to acknowledge the role women already play in the development of their countries and increase their opportunities to make their work more productive.

This booklet is intended to give an indication of areas where action could be intensified by Governments, international agencies, bilateral aid-giving and private individuals. It comprises a consolidated list of actual recommendations made at the following conferences and seminars held in connexion with activities of African women or of points frequently noted by participants in them :

1. Seminar on Participation of Women in Public Life, organized by the United Nations, Addis Ababa, 12-13 December 1960 (Addis Ababa 1960);
2. Urban Problems : The Role of Women in Urban Development, organized by the United Nations Economic Commission for Africa, Lagos, 19 February - 3 March 1964 (Lagos, 1964);
3. Seminar on the Status of Women in Family Law, organized by the United Nations, Lomé, 18-31 August 1964 (Lomé, 1964);

4. Seminar on the Civic and Political Education of Women organized by the United Nations, Accra, 19 November - 2 December 1968 (Accra, 1968);
5. Regional Meeting on the Role of Women in National Development, organized jointly by the United Nations Economic Commission for Africa and the German Foundation for Developing Countries with the collaboration and participation of the Division of Social Development of the United Nations Department of Economic and Social Affairs, UNICEF, ILO, UNESCO, WHO and FAO; Addis Ababa, 17-26 March 1969 (Addis Ababa, 1969) ;
6. Regional Conference on Education, Vocational Training and Work Opportunities for Girls and Women in African Countries, organized jointly by the United Nations Economic Commission for Africa and the German Foundation for Developing Countries with the participation and collaboration of the United Nations Department of Economic and Social Affairs, ILO, UNESCO, WHO, and FAO; Rabat, 20-29 May 1971 (Rabat, 1971);
7. Seminar on the Preparation of the African Women for Professional Life, sponsored by the All-African Women's Conference (a pan-African Women's Organization), Brazzaville, 17-25 July 1971 (Brazzaville, 1971);
8. Seminar on the Participation of Women in Economic Life (with reference to the implementation of Article 10 of the Declaration on the Elimination of Discrimination Against Women and of General Assembly resolution 2716 (XXV)), organized by the United Nations Division of Human Rights, Libreville, 27 July - 9 August 1971 (Libreville, 1971);
9. Seminar on the Role of Women in the Liberation of Africa, sponsored by the All-African Women's Conference, Dar es Salaam, 24-31 July 1972 (Dar es Salaam, 1972);

10. Regional Seminar for Africa on the Integration of Women in Development with Special Reference to Population Factors, organized by the United Nations Centre for Social Development and Humanitarian Affairs in co-operation with the Economic Commission for Africa, Addis Ababa, 3-7 June 1974 (Addis Ababa, 1974).

In order to make it easier for those who desire to refer in detail to recommendations of a specific conference or seminar, the name of the city in which the meeting was held together with the year have been placed at the end of each recommendation to indicate which conference or seminar recommended it.

II. RECOMMENDATIONS TO GOVERNMENTS

A. NATIONAL MACHINERY AND ACTION NECESSARY TO ASSURE THE INTEGRATION OF WOMEN IN DEVELOPMENT

1. That member States should establish national commissions consisting of leading men and women with experience in such fields as government service, policy-making, development planning, employment, social development, education and training and other aspects of public life for the following purposes :
 - (a) Examining and evaluating the present contribution of women to the various sectors of development;
 - (b) Studying specific areas where women's participation should be initiated and strengthened;
 - (c) Developing and promoting programmes to integrate women in all sectors of national development; and
 - (d) Investigating the various practices, taboos, and customs that discriminate against women and taking legislative and other appropriate measures against their continuance (Accra, 1968; Addis Ababa, 1969; Rabat, 1971 and Addis Ababa, 1974);

2. That permanent secretariats of the commissions or technical women's bureaux referred to above should be established to ensure :

- (a) That women's employment policies and programmes form part of overall national programmes;
- (b) That all national and local programmes for the education and vocational training of girls were considered within the context of the assessed needs and potentialities of the women labour force;
- (c) The integration of women in the various sectors of economic and social development (Lomé, 1964; Accra, 1968; Rabat, 1971; and Addis Ababa, 1974).

3. That Government who had not already done so should include women on their national development policy-making bodies (Rabat, 1971);

4. That Government should take all possible measures to reach the minimum targets set in United Nations General Assembly Resolution 2716 (XXV) of 1970 relating to the unified long-term programme for the advancement of women (Rabat, 1971);

5. That measures designed to increase the participation of women in economic life should constitute an integral part of national development plans and programmes (Addis Ababa, 1969 and Libreville, 1971);

6. That national correspondents should be appointed by Governments to assist in communicating with the United Nations and in disseminating information from the United Nations. Those correspondents should be civil servants and not elected officials (Accra, 1968).

B. EMPLOYMENT

Self-employment and small-scale industries

7. That Governments should encourage women to develop small businesses and that in that connexion, women should have full access to all supporting facilities,

including credit, technical advice, supervision and information about market outlets and that their position in the commercial sector should be safeguarded (Lagos, 1964 and Rabat, 1971);

8. That it was important that women should participate in small-scale and cottage industries and that measures such as the formation of co-operatives and the establishment of patent rights for handicrafts should be adopted to protect them from exploitation (Libreville, 1971);

9. That public support should be rallied for domestic consumption of local products and legislation introduced to stop foreign competition and the victimization of local producers by middlemen (Addis Ababa, 1960 ; Lagos, 1964 and Rabat 1971);

10. That access to market-places should be opened to women of all African countries and that where market-places were monopolized by men on a de facto basis legal and fiscal measures should be taken in favour of indigenous women (Lagos, 1964).

Salary and wage employment

11. That participation of women in commerce and industry should be assured everywhere (Lagos, 1964, and Addis Ababa, 1960) and that Governments, in co-operation with employers and trade unions, should develop policies and practical measures designed to integrate women into the industrial sector (Rabat, 1971; Libreville, 1971 and Addis Ababa, 1974);

12. That the Governments and other bodies concerned should encourage women's employment in technical and professional occupations and in managerial and executive positions (Rabat, 1971);

13. That women should be employed in decision- and policy-making positions (Libreville, 1971 and Addis Ababa, 1974);

14. That Governments should study the employment structure of their country with a view to identifying sectors which were overcrowded so as to give encouragement to the development and expansion of new employment opportunities (Rabat, 1971);

15. That Government bodies, women's organizations and trade unions should disseminate information concerning occupational sectors not yet saturated or still expanding, training necessary for entering those occupations and institutions providing such training (Rabat, 1971);

16. That Governments should take necessary measures to ensure useful work for all those seeking it, irrespective of sex (Rabat, 1971 , and Libreville, 1971);

17. That measures should be taken to prevent discrimination against women on account of marriage or maternity by providing paid maternity leave, with the guarantee of returning to former employment (Lomé, 1964; Accra, 1968 and Libreville, 1971);

18. That the principle of equal pay for equal work should be implemented irrespective of sexes, in all fields of employment (Addis Ababa, 1960; Lagos, 1964; Rabat, 1971; Dar es Salaam, 1972 and Addis Ababa, 1974);

19. That women with earned or other income should be taxed the same as men since the demand for equality of rights carried with it the assumption of equal responsibility (Addis Ababa, 1960).

C. RURAL AREAS

20. That integrated rural development programmes should be undertaken in rural communities to increase gainful employment opportunities for both men and women and to improve rural infrastructures (Accra, 1968, Libreville, 1971 and Addis Ababa, 1974);

21. That greater attention should be given to intensifying and encouraging the marketing of handicraft products from rural areas to help to raise the standard of living in those areas (Dar es Salaam, 1972);

22. That special consideration should be given to the development of adequate educational and training programmes to meet the needs of rural areas (Rabat, 1971);

23. That vocational subjects in agriculture should be included in the curricula of rural primary schools, that pre-vocational training for girls in agriculture and related practical rural activities should be made available and that centres

should be established for training teachers to teach agricultural subjects in rural areas (Rabat, 1971 and Addis Ababa, 1974);

24. That mechanization of agriculture should be encouraged because it would decrease the workload of women engaged in agriculture and free them for other roles, make farm pursuits more attractive and stimulate the educated youth to remain in rural areas, tend to eliminate polygamy since wives would no longer be needed as a cheap source of farm labour and increase school attendance since children, particularly girls, would no longer be needed for work on the farms (Addis Ababa 1960);

25. That training centres should be established at the village level for agricultural workers (men and women) to enable them to enhance their skills and that training programmes for women in agriculture should also be established at that level especially in modern farming in the principles and use of equipment and in co-operatives (Addis Ababa, 1969; Rabat, 1971; Libreville, 1971 and Addis Ababa, 1974);

26. That education in rural areas should be based on a unified programme catering to the welfare of the community as a whole (Accra, 1968);

27. That literacy programmes should be organized in the rural areas, where possible utilizing students on vacation as instructors (Libreville, 1971);

28. That the significant role of rural women in agriculture and marketing should be recognized within the framework of overall rural development so that provision could be made for their training and they could be supplied with equipment, transportation, water and other facilities as a means of improving their productivity, their own lives and those of their families and society as a whole (Lomé, 1964; Libreville, 1971 and Addis Ababa, 1974);

29. That rural training aimed at activating women for progress and modernization should also prepare them for either self-employment or gainful employment and should be geared to the economy of the region and to local needs (Addis Ababa, 1969);

30. That women should be taught methods of conserving agricultural products to avoid wastage and that improved systems of marketing agricultural products should be developed (Libreville , 1971);

31. That measures should be taken to encourage the use of labour-saving devices adapted to local conditions in order to improve the life of rural women (Lomé, 1964 and Libreville, 1971);

32. That concerted efforts should be made to improve general working conditions for women in rural areas (Libreville, 1971).

D. EDUCATION

33. That all projects for increasing and diversifying the education and training of women and girls must be planned and executed within the context of overall national planning for manpower needs (Addis Ababa, 1969; Rabat, 1971 and Libreville, 1971);

34. That national educational policies and programmes should take due cognizance of the national economy and employment objectives in order to provide education and training geared to equipping both men and women for effective participation in the economic life (Lagos, 1964, Addis Ababa, 1969; Rabat, 1971 and Libreville, 1971).

Formal education

35. That there should be a review of the content of education for women and girls in order to prepare them for their social, economic and civic responsibilities in society and that women should be intimately involved in such reviews at both the policy and the implementation levels (Accra, 1968; Addis Ababa, 1969; Rabat, 1971 and Addis Ababa, 1974);

36. That there should be equal educational opportunities and facilities for both sexes at all levels, including the vocational, technical and professional levels, and that there should be an effort to make education free, compulsory and co-educational (Addis Ababa, 1960; Lagos, 1964; Lomé, 1964; Accra, 1968; Rabat, 1971 and Libreville, 1971);

37. That agricultural subjects and the study of techniques including the use of new agricultural machinery should be integrated into school curricula beginning at the primary level (Rabat, 1971 and Libreville 1971);

38. That special efforts should be made to ensure that girls with the ability to advance to higher levels of education

or specialized training received education and training suited to their aptitudes (Libreville, 1971) with the help of special bursaries for those whose parents could not meet the costs (Accra, 1968);

39. That nutrition programmes should be developed for both boys and girls and men and women and that nutrition education should be provided in all schools (Addis Ababa, 1974);

40. That both boys and girls should be given education including education in family law, to prepare them for family life and that sex education suitable for the various age groups should be given at each level of education by qualified persons and at home by parents as a necessary factor in the moral behaviour and development of young people (Addis Ababa, 1960; Lagos, 1964; Lomé, 1964; Addis Ababa, 1969; and Libreville, 1971).

Adult Education

41. That adult education programmes should be geared towards increasing awareness and full participation of women in the modern world of science and technology (Rabat, 1971);

42. That women should be encouraged through adult education programmes to take part in trade unions and to be informed in their civic responsibilities (Lagos, 1964);

43. That adult education programmes and training schemes should be extended and intensified with the help of trade unions, political parties, etc. (Lagos, 1964 and Libreville, 1971);

44. That adequate facilities should be provided in the community for women to continue to further their education (Accra, 1968).

Literacy

45. That because illiteracy among women constitutes the major obstacle to their participation in the economic life of Africa, dynamic programmes to eradicate illiteracy should be adopted and a target date set for its elimination (Lomé, 1964; Accra, 1968 and Libreville, 1971);

46. That in literacy campaigns the emphasis should be on functional literacy and on the teaching of subjects such as civics, education, home economics, nutrition, hygiene and agriculture which were all of special interest to women (Lomé, 1964 and Libreville, 1971);

47. That short-term compensatory programmes should be instituted for women and girls in literacy and informal educational projects (Addis Ababa, 1974);

48. That Governments should make available cheaper transistor radios and inexpensive graded literature for mass education and that radio and television should include more items on the civic and political education of women and on modern agricultural methods (Addis Ababa, 1960; Accra, 1968 and Rabat, 1971).

Education relating to public opinion and citizenship

49. That educational campaigns should be conducted by qualified persons through mass media to convince parents to send their daughters to schools and to discourage them from marrying their daughters too early (Lomé, 1964; Addis Ababa, 1969 and Libreville, 1971);

50. That mass media in the African region should be used to enlighten its people in the positive results which could be derived from the increased participation of women in economic life (Libreville, 1971);

51. That women should be educated to overcome their apathy and to give them a fuller awareness of their duties in the society (Lomé, 1964) and encouraged to take a more active part in political life through the organization of practical courses in civic matters (Lagos, 1964);

52. That there should be a combined action by Governments, intergovernmental and non-governmental organizations in public educational campaigns for the recognition of the principle of equal rights for men and women (Libreville, 1971);

53. That Governments should educate parents and the public to make them understand and appreciate the different training opportunities in the schools, so that they can change the attitudes which consider one section inferior to another (Addis Ababa, 1969);

54. That leadership and citizenship programmes should be organized to meet the needs of women at different levels in the community (Addis Ababa, 1960 and Accra, 1968);

55. That women's sections should be established within political parties (Lagos, 1964);

E. TRAINING PROGRAMMES

56. That Governments should increase the number and variety of vocational institutions for women, bearing in mind the differences in the level of education, those who have no education at all, the existing employment opportunities and future job opportunities in the light of growing industrialization and technological advancement (Addis Ababa, 1969);

57. That vocational training should be encouraged and prestige commensurate with that given to formal academic schooling accorded to it (Addis Ababa, 1960);

58. That education and vocational training for girls were essential to enable them to play their proper role in their family and the society and that professional training should be stepped up in order to ensure more effective participation of women in economic life (Lomé, 1964 ;Dar es Salaam, 1972);

59. That training of social welfare workers, community development officers and other rural women workers should be carried out keeping in mind the special difficulties of the rural women (Addis Ababa, 1969);

60. That Governments should consider setting up national and regional centres for training in community development and social welfare under the auspices of the United Nations and OAU to cater to the special needs of their regions (Accra, 1968);

61. That emphasis and priority should be put on the training of trainers; that there should be equal access of boys and girls to training programmes for trainers and to all levels of vocational training and retraining with a view to the trainees' achieving their full participation in the economic and social life of the country, giving special consideration to appropriate agricultural technology (Addis Ababa, 1969 and Rabat, 1971);

62. That there should be adequate training and re-training of teachers to equip and prepare them for their duties as responsible citizens (Accra, 1968).

Training for small-scale industries and handicrafts

63. That women should be trained in all aspects of running a small-scale industry and of trade management, marketing and co-operatives, such training to include on-the-job training and integrated with marketing improvements to prevent handicrafts being squeezed out through large-scale commercial marketing (Addis Ababa, 1969 and Rabat, 1971);

64. That training in handicrafts and marketing should be accompanied by literacy and management training and that women should be involved in co-operative training at all levels, including the managerial level (Rabat, 1971).

Training for business, commerce and industry

65. That commercial courses should be organized for women at all levels and that Governments should provide more opportunities for training women as secretaries, typists, etc. (Lagos, 1964 and Addis Ababa, 1969);

66. That there should be more short courses designed to help illiterate, semi-literate and educated women in the field of business (Addis Ababa, 1969);

67. That the training of women for new industries should be intensified to enable them to qualify for industrial jobs (Lagos 1964 and Libreville 1971);

68. That there should be more in-service training for women already at work in order to prepare them for the supervisory and managerial posts and that the various chambers of commerce and industry should participate more actively in providing more opportunities for such training (Addis Ababa, 1969 and Rabat, 1971);

69. That there is need to provide facilities for women to train or retrain for employment after spending years at home raising their families (Addis Ababa, 1969);

70. That urban middle-class women should be provided with facilities for education and practical training which will enable them to enter into employment for which they are technically qualified (Lagos 1964).

Training women for their multiple roles

71. That vocational training institutions should adapt their programmes and schedules to the multiple roles of women as wives, mothers, citizens and workers and that centres in urban areas should concentrate on vocational, economic, civic and social training (Rabat, 1971 and Brazzaville, 1971);

72. That leadership and internship programmes should be organized for women who need to be encouraged to take an active role in village communities (Accra, 1968);

73. That training programmes for all categories of health, education and welfare workers should stress the importance of women's role in the home and family life (Addis Ababa, 1969).

F. NECESSARY SERVICES

Health Services

74. That free medical services, including public health services, should be provided to those who needed them in both urban and rural areas and that, for that purpose mobile clinics with trained staff should be provided for isolated communities (Addis Ababa, 1969);

75. That more and better information should be given to rural populations on matters of health and nutrition and that the development of health services, in particular maternal and child health centres, should be vigorously pursued (Rabat, 1971 and Addis Ababa, 1974);

76. That Governments should provide easily accessible water facilities including wells, dams, catchments, piping, etc., in order to make available water to improve health conditions and to reduce the burden of carrying water over long distances (Addis Ababa, 1974);

77. That family planning adapted to the policies of each State should be made a part of the routine care

of basic health services as well as in educational, community and social welfare services and that Governments should initiate or support activities of planned parenthood (Lomé, 1964; Accra, 1968; Addis Ababa, 1969; Rabat, 1971; Libreville, 1971 and Addis Ababa, 1974);

78. That both men and women should be involved in efforts to ensure responsible parenthood (Addis Ababa, 1974).

Social services

79. That social and vocational guidance should be provided for both boys and girls to enable them to have a wide choice of employment opportunities (Addis Ababa, 1969 and Addis Ababa, 1974);

80. That consideration should be given to the establishment of civic services for women to enable educated women to render useful service to their country, define their future educational careers and acquire useful work experience (Rabat, 1971);

81. That reception centres should be established in co-operation with women's organizations for country people moving into towns to help to familiarize them with urban conditions, facilitate their new mode of life and to assist them in finding employment (Lagos, 1964);

82. That priority should be given to utilizing community centres for giving advice to urban women on parent education, marriage counselling services and part-time day care services for the children of working mothers (Lomé, 1964 and Rabat, 1971);

83. That appropriate child care facilities should be developed for pre-school and school age children. Those centres should be manned by well-trained staff and should have practical equipment obtainable locally. Joint pilot programmes run by Governments and voluntary services should be pursued (Lagos, 1964; Lomé, 1964; Addis Ababa, 1969; and Libreville, 1971);

84. That authorities should provide training centres for day care workers at national and local levels (Addis Ababa, 1974);

85. That special efforts should be made to remove the underlying causes of prostitution, which included the lack of gainful employment for young women, unhappy homes, lack of recreational facilities and of knowledge of how to make the best use of leisure time (Lomé 1964);

86. That the Governments of all the countries in the region should take action against cruel and degrading customs prevailing in relation to widowhood and ritual operations performed upon young girls (Lomé, 1964);

87. That since housing is a great problem in many countries of the region, Governments should give maximum assistance in providing adequate low-cost housing for families and that extensive campaigns should also be initiated to improve sanitary and hygienic conditions in homes (Lomé, 1964);

88. That old age and unemployment insurance and social welfare assistance programmes should be developed in order to guarantee minimum levels of social and economic security for all persons (Addis Ababa, 1974).

G. LEGISLATIVE AND ADMINISTRATIVE MEASURES

89. That Governments should ratify or accede to the relevant international conventions relating to the status of women and ensure that their legislation was in line with the standards set by the United Nations and the specialized agencies as regarded equality of treatment between men and women (Lomé, 1964 and Libreville, 1971);

90. That an international convention on the elimination of discrimination against women be prepared as a follow-up to the declaration on that subject (Libreville, 1971);

91. That measures should be taken to abolish existing laws, customs, regulations and practices which discriminate fully or partially against women, especially in the field of commerce and industry (Lagos, 1964; Addis Ababa, 1969 and Rabat, 1971);

92. That marriage should be contracted with the full and free consent of the intending spouses and that in countries where polygamy is permitted, the woman's consent to a polygamous union should be secured (Lagos, 1964; Lomé, 1964; Addis Ababa, 1969 and Addis Ababa, 1969 and Addis Ababa, 1974);
93. That abuses in connexion with the practice of dowry should be eliminated and that amount of dowry should be reduced gradually by educational and legal means (Lomé, 1964; Lagos, 1964 and Libreville, 1971);
94. That women should be accorded equal rights with men to acquire, administer, enjoy, dispose of and inherit property, including property acquired during marriage (Lomé, 1964; Addis Ababa, 1969 and Addis Ababa, 1974);
95. That there should be equal rights and duties of husband and wife in matters relating to the children of their marriage (Addis Ababa, 1960; Lomé, 1964; Addis Ababa 1969; and Addis Ababa, 1974);
96. That all marriages should be subject to registration and that when possible, a medical certificate should be required in connexion with the issuance of a marriage licence (Lagos, 1964);
97. That sons and daughters should have equal rights to inherit from their parents (Lomé, 1964);
98. That a widow's right of remarriage should not be dependent upon a court's permission or on that of the heirs of the deceased (Lomé, 1964);
99. That the rule under which widows were inherited by members of her deceased husband's family should be abolished (Lomé, 1964);
100. That grounds for divorce and judicial separation should be the same for husband and wife; that a divorce should not be legally recognized unless it is pronounced by a judge and for causes previously recognized by law and that in cases of divorce or separation decided against the husband, he should be obliged to maintain the children until they reached maturity and his former wife until she remarried (Lomé, 1964 and Lagos, 1964);

101. That in cases of dissolution of a marriage, the wife should have the choice of resuming her maiden name or of keeping the name of her former husband (Lomé, 1964);

102. That common property held at the time of the dissolution of a marriage should be divided according to the terms of the marriage contract or, in the absence of such a contract, according to the provisions of the Civil Code (Lomé, 1964);

103. That the position of unmarried mothers should, wherever possible, be improved through legislative or other measures (Lomé, 1964);

104. That legal and other restrictions on the dissemination of information on contraceptives and on the sale and distribution of family planning devices should be removed (Addis Ababa, 1974);

105. That Governments should seriously consider the need for agrarian reform enabling women to own land and have access to credit facilities (Rabat, 1971);

106. That, where possible, legal aid should be provided free of charge to those who needed it in both rural and urban areas (Addis Ababa, 1974).

III. RESEARCH AND DATA COLLECTION

107. That studies should be made to assess and evaluate the actual and potential contribution made by women to the national economy through their work and that such data and statistical information should reflect the number of women involved in employment, the production of both cash and subsistence food crops, water and fuel supply, marketing, transportation and national and local planning policy-making (Addis Ababa, 1974);

108. That the studies referred to above should provide a basis for a meeting of an ECA expert group comprising both men and women on economic development with special reference to the role of African women in commerce, industry, business and agriculture (Addis Ababa, 1969);

109. That data should be obtained showing the division of labour and the time budget for women compared with

that of men and related to both economic and household activities (Addis Ababa, 1974);

110. That studies should be made of the reasons for women's abstenteeism and that measures be taken to improve the situation (Libreville, 1971) ;

111. That foundation should be set up to enable African women to carry out research and to write on matters concerning women's role in the society with special reference to the causes and effects of the prevailing images of women and of their roles (Accra, 1968);

112. That simple indicators should be developed of the quality of life and changing conditions of women in such areas as education, employment, food and nutrition, access to health services and availability and disposition of income (Addis Ababa, 1974);

113. That census surveys prepared separately for urban and rural areas should include data by sex, age and marital status, family position, education and skill levels, and participation in both modern and traditional economic activities (Addis Ababa, 1974);

114. That Governments, intergovernmental and above all non-governmental organizations should increase their efforts to make better known among interested women the provisions of the various instruments relating to the status of women (Libreville, 1971);

115. That research should be carried out into the planned use of communication media and change agents as a part of technical programmes and projects dealing with population and the integration of women into development (Addis Ababa, 1974).

IV. THE ROLE OF EXTERNAL ASSISTANCE

A. INTERNATIONAL ORGANIZATIONS AND VOLUNTARY AGENCIES

116. That all voluntary organizations should co-ordinate their programmes with a view to avoiding wasteful duplication (Addis Ababa, 1960);

117. That external assistance should be requested in order to train talented women so that the quality and quantity of literature might be improved and increased (Addis Ababa, 1969);

118. That voluntary organizations should co-operate with Governments in intensifying mass education and literacy campaigns (Addis Ababa, 1969);

119. That voluntary associations should promote international goodwill and understanding by initiating regional and international study programmes and exchanges and regional conferences (Addis Ababa, 1960);

120. That international organizations should continue to hold meetings devoted entirely or partially to the problems of African women (Lagos, 1964 and Addis Ababa, 1969);

121. That international organizations should invite more women to participate in their meetings. Women experts should be chosen on merit and invited in their individual capacities if possible (Lagos, 1964);

122. That activities of voluntary organizations which were important in increasing the participation of women in public life should include :

- (a) Financial and other assistance to the poor, the aged, the physically handicapped and the mentally retarded;
- (b) The establishment of shelters for unmarried mothers and abandoned children;
- (c) The establishment of day nurseries for children of working mothers;
- (d) The establishment of social centres to provide mental and physical recreation for women; and
- (e) The establishment of centres for family and child guidance (Addis Ababa, 1960);

123. That in view of the economic difficulties facing African countries, private societies and volunteers should be encouraged to assist in the development of education (Lagos, 1964);

124. That international organizations should carry out research on the provision of credit for small businesses and urban co-operatives and on other means of facilitating the participation of urban African women in industry and commerce (Lagos, 1964).

B. UNITED NATIONS AGENCIES

125. That ECA and ILO in co-operation with other United Nations bodies, should consider plans for the establishment of a Regional Training Institute for African Handicrafts which would undertake the training of specialists for each subregion (Addis Ababa, 1969 and Rabat, 1971);

126. That the United Nations, in consultation with ECA and the specialized agencies concerned, should consider the possibility of setting up a multipurpose training centre or centres for African women (Libreville, 1971);

127. That ECA, with the co-operation of the All-African Women's Conference, should establish a Pan-African Training and Research Centre for Women and an African Women's Development Task Force to support and train women in the Region (Addis Ababa, 1974);

128. That women should be represented on international policy making bodies in the fields of social and economic affairs (Addis Ababa, 1969 and Rabat, 1971);

129. That in its activities the ILO World Employment Programme should take full account of the need to integrate women and girls effectively into the process of economic and social development (Libreville, 1971);

130. That high-level missions sent to African countries by ILO for studying employment creation in the context of development should include women or men suitably qualified to assess actual and potential contributions of women to the labour force (Rabat, 1971 and Libreville, 1971);

131. That ILO should intensify its efforts to provide assistance in developing handicrafts in African countries and should involve women directly in its training programmes at all levels and in all national technical co-operation work (Rabat, 1971);

- 132. That the United Nations and its specialized agencies should increase their assistance to member countries for the expansion of vocational training and guidance, especially in women's programmes related to economic development (Addis Ababa, 1969);**
- 133. That the United Nations and its specialized agencies should promote the principle of equal rights of men and women including that of equal pay for equal work and that women in member States should be informed of the activities of the United Nations in that connexion (Accra, 1968);**
- 134. That the United Nations and the specialized agencies concerned should undertake to encourage studies regarding attitudes and values affecting the advancement of women and the promotion and implementation of their equal rights with men (Accra, 1968 and Addis Ababa, 1969);**
- 135. That ECA should carry out research into the various forms of marriage in Africa and their evolution (Lagos, 1964);**
- 136. That the United Nations Secretariat should prepare a bibliography of all materials relating to the civic and political education of women and that copies of the bibliography should be deposited with United Nations Information Offices and with UNDP Resident Representatives (Accra, 1968);**
- 137. That the United Nations, in co-operation with other interested international organizations, should compile information on specific national measures designed to raise the status of women and designed for implementing provisions of United Nations conventions on women already ratified by African Governments (Addis Ababa, 1969);**
- 138. That a United Nations trust fund for women be established for the purpose of increasing the resources available for technical co-operation projects for the advancement of women (Libreville, 1971);**
- 139. That the United Nations should in the near future convene a world conference to assess the results achieved in improving the status of women to recommend action programmes for the future (Libreville, 1971);**
- 140. That, in order to co-ordinate the work of the national commissions, ECA should consider the establishment of an**

African Regional Standing Committee on the Role of Women in Development consisting of representatives of Governments and of intergovernmental and non-governmental organizations (Addis Ababa, 1969; Rabat, 1971; and Addis Ababa, 1974) .

C. ORGANIZATION OF AFRICAN UNITY (OAU)

141. That a permanent committee on matters concerning women should be set up by OAU and that Governments should make it possible for African women to meet at regular intervals (Accra, 1968);

142. That women should be represented on functional committees of OAU (Addis Ababa, 1969 and Rabat, 1971);

143. That OAU should compile and make available to Governments and non-governmental organizations a list of names of leading African women who could be utilized as consultants at both the international and the national levels on matters relating to the participation of women in society (Accra, 1968).

V. ROLE OF INDIVIDUAL WOMEN AND WOMEN'S ORGANIZATIONS

A. INDIVIDUAL WOMEN

144. That each woman should strive to increase her knowledge of hygiene, nutrition, child care, home economics, etc., to be adequately prepared to contribute to the general welfare of the community by moulding an informed and socially responsible younger generation (Addis Ababa, 1960);

145. That more educated women enter business and join the chambers of commerce and industry of their respective countries in order to raise the standards and prestige of business women (Addis Ababa , 1969);

146. That women in general and educated women in particular should take part in politics as that would be the quickest and surest way to ensure that more women served at the policy-making levels for if some women developed a sense of civic responsibility, they would set an example for others to emulate (Addis Ababa, 1960);

147. That educated women should assume leadership of women's organizations aimed at improving the status of all women (Lomé, 1964);
148. That all women, educated and uneducated, should learn to work together (Accra, 1968);
149. That women at all educational levels must recognize and preserve the positive values of their African tradition (Addis Ababa, 1960);
150. That women should take a more active part in trade unions and that women in retail trade should take the initiative in forming their own Trade Unions (Accra, 1968, Addis Ababa, 1969; Rabat, 1971 and Libreville, 1971);
151. That women should develop a professional conscience and a greater sense of responsibility in carrying out their duties so that prejudice with regard to women's work might be dispelled (Libreville, 1971);
152. That women and girls should be aware of the disadvantages and indignities of the institution of polygamy and of the diminution of status involved in a polygamous marriage and should recognize that they themselves must take steps to eradicate old customs, traditions, and prejudices which tended to give women an inferior position in the family. (Lomé, 1964).

B. WOMEN'S ORGANIZATIONS

153. That there should be a central women's organization in each country to co-ordinate the work of all women's organizations and to ensure that their activities covered all sections of the country; their programmes should cater for literate and illiterate women in both rural and urban areas (Accra, 1968);
154. That women's organizations should as a matter of priority, make extensive use of discussion as well as of other modern techniques of mass education and communication to educate public opinion on the value of women's participation in economic life (Accra, 1968 and Libreville, 1971);
155. That women's organizations should find ways and means of helping their members with funds to start businesses (Addis Ababa, 1969);

156. That the various women's organizations should themselves initiate studies to enable them to understand their own needs and problems (Accra, 1968);
157. That women's organizations should press for representation on national planning bodies (Accra 1968 and Addis Ababa, 1969);
158. That women's organizations should work to bring women into producer co-operatives (Dar es Salaam, 1972);
159. That women's organizations should play an active part in facilitating the integration of women into economic life and in encouraging girls to take advantage of new opportunities available to them; they should make girls aware of employment possibilities and promote educational and information programmes for girls, particularly in the rural areas, and draw the attention of Governments to the special needs and problems of women in economic life, pressing for measures to solve them. (Addis Ababa, 1969);
160. That women's organizations, in co-operation with Governments should make adequate provisions to train women in home economics at different levels and to raise the educational levels of domestic helpers (Addis Ababa, 1969);
161. That women's organizations should encourage the development of day-care facilities for children through self-help schemes (Libreville, 1971).

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