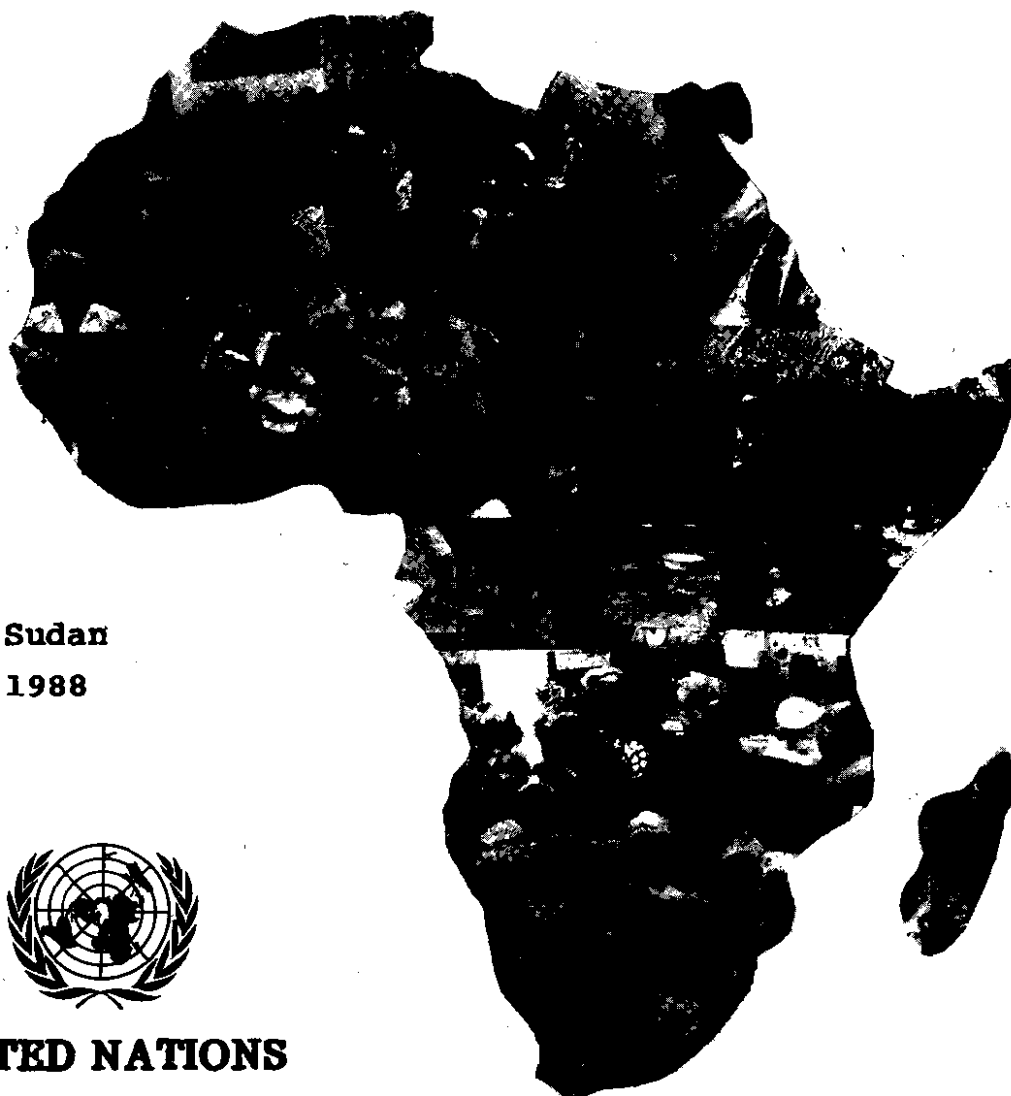


INTERNATIONAL CONFERENCE ON THE HUMAN DIMENSION OF AFRICA'S ECONOMIC RECOVERY AND DEVELOPMENT

SOCIAL POLICY AND THE HUMAN FACTOR IN AFRICA'S
ECONOMIC RECOVERY AND DEVELOPMENT

by

Centre for Social Development and
Human Affairs,
United Nations Office at Vienna



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A. INTRODUCTION

1. The United Nations Programme of Action for African Economic Recovery and Development (UN-PAAERD) recognizes that the inextricably linked goals of recovery and development can become a reality only through a new partnership "based on mutual commitment and shared responsibility" between African countries and the rest of the international community.

2. The ultimate goal of development in Africa, as is true elsewhere, is to improve the well-being of its peoples so that they can realize their own human potential. It is this quintessential dimension of development that has to be the lodestar to guide thinking and action. A unidimensional approach to recovery and development, that gives overriding priority to economic concerns and neglects social development, is self-defeating. In the absence of sufficient efforts in the social domain, economic development remains brittle, an easy target for the first winds of adversity, or skewed heavily in favour of a relatively small proportion of the population.

3. Expenditures on education, health, sanitation and social welfare must be seen as an investment in human resource development. What makes such expenditures vitally important is that they build up the sum of a nation's human capital. Economic development is keyed to the availability of such capital. Viewed from this perspective, expenditures on education, health and the rest of the panoply of social services constitute an investment in development and not a form of consumption. While this view is intellectually defensible, it finds fewer supporters in times of economic crisis when pressures to cut expenditures as a result of shrinking resources become irresistible.

4. The overwhelming obstacles to the improvement of the human condition in Africa emanate from varying combinations of political and economic factors, as well as social and cultural concerns. The social and cultural obstacles are sometimes aggravated by political and external factors, such as the unfavourable international economic situation and the consequent adjustment programmes, which generally entail a high social cost. The role of women in development is particularly important in this context and for that reason the issue must be kept in mind throughout all phases of human resources planning.

B. THE "HUMAN DIMENSION" OF RECOVERY AND DEVELOPMENT

5. In common parlance, the "human dimension" of development is often described in such terms as "personal enrichment", "individual well-being" or "social progress". These expressions are often rooted in prevailing political ideologies or reflect deep-seated cultural values. In Africa, human well-being has often, though not always, been considered as best achieved through collective social progress. Resolving community problems is often seen as the common path to dealing with individual concerns. Although this centuries-old value of the collective good having precedence over the claims of individuals has eroded somewhat under the impact of urbanization and modernization, it still remains a solid basis for social welfare practices, particularly in rural and peri-urban areas. Numerous United Nations projects,

in such fields as self-help housing, rural development and social welfare, have been developed around the deeply rooted practices of mutual and individual self-help. Many of these practices have provided a solid basis for creating self-reliant communities.

6. The protean nature of the human dimension of development makes it essential to identify and define its parameters. While these may differ somewhat, they will, at a minimum, involve the following:

(a) Satisfaction of basic physical needs

7. The satisfaction of an individual's basic physical needs, notably food, water, clothing and shelter is a fundamental parameter of the human dimension of development. Concomitant with this, is the need to assure to all people, particularly women, access to minimum levels of services such as health, education, sanitation, etc. In the absence of these services, people are unable to develop fully their human potential. In such a situation, no form of genuine development can take place.

8. In many parts of Africa, acute forms of human deprivation exist where many people despair of satisfying their basic physical needs. Today, after a brief respite, the spectre of famine again stalks certain African countries. In many more, poverty has led to growing malnutrition and the physical and mental disabilities associated with it. The air and water-borne vectors of disease, many of whose worst effects could be reduced through improved strategies of preventive medicine, continue to claim a high toll in human life. Illiteracy, despite the great efforts of many African countries, remains widespread, particularly among the female population, and remains a formidable barrier to development.

(b) Freedom for the individual

9. Freedom for the individual from arbitrary actions by government, that make it difficult to pursue social, economic, religious and vocational interests in a responsible manner, is inseparable from the human dimension of development. Insisting on this right, which is enshrined in various African-inspired and international human rights declarations, conventions and other strategies is particularly relevant to contemporary Africa. Its absence can be as formidable a barrier to development as lack of investment is in the social sphere. Freedom implies the right to have ample political space to express oneself responsibly in areas that are of concern to the individual and to the community. It connotes, no less, the right to establish, or form, organizations through which people can promote their interests. Freedom, moreover, implies the right of both men and women to participate on a basis of equality in all spheres of human endeavour based on the principles of the United Nations Charter and the Forward-Looking Strategy 1/ adopted by the Nairobi World Conference to Review and Appraise the Achievement of the United Nations Decade for Women: Equality, Development and Peace, in July 1985.

(c) A developmental ethic keyed to participatory processes

10. Inextricably linked to the above, is the need to promote a developmental ethic informed by social justice and keyed to citizen participation. The watchword of this ethic is equity where, it is understood, people derive benefits commensurate to what they contribute and the benefits are sufficient to provide at least the basic needs of the individual and the family. An important objective of government should be to help people make the maximum contribution to their own, and society's, well-being. Basic to social justice is the right of citizens to participate significantly in decision-making processes that affect their immediate social, economic, political, cultural and physical environment. The importance of participatory processes was underscored in the Abuja Statement, 2/ adopted at the International Conference on "Africa: The Challenge of Economic Recovery and Accelerated Development" held at Abuja, Nigeria, from 15 to 19 June 1987.

C. POLICY-MAKING AND SOCIAL PLANNING

11. It would be unrealistic to assume that these basic elements, which constitute the essential foundation of the human dimensions to development, will be achieved through the normal workings of the economic market place and the political process. There has to be a sound measure of social planning and policy-making to assist in redressing the social imbalances in African society and to improve distribution and use of scarce resources. Social planning that is anchored in an effective political process can become the cutting edge for policies designed to introduce far-reaching changes in society. Ideally, plans should be formulated to achieve both economic growth and social progress. The ultimate aim of development planning should be to improve the living conditions of the entire population. Development, if it is to be true to its meaning, includes development in the political, economic, social and cultural spheres of life. It must, in addition, involve the economic well-being of individuals, as well as their physical, moral, intellectual and cultural growth.

D. WOMEN AS A MAJOR FOCUS OF HUMAN RESOURCES POLICY PLANNING

12. If national plans and policies are to be effective, they must take into account the need to improve the living conditions of women and their economic potential. In order to achieve these objectives, their participation at all levels of national policy, and in formulating and implementing plans, programmes and projects, should be increased.

13. The underestimation of women's productive and reproductive roles, as a result of which the status of women continues to be regarded in many countries in Africa, as well as elsewhere, as secondary to that of men, and the low priority assigned to promoting the participation of women in development, are historical factors that limit women's access to education, employment, health, as well as to other productive resources. A major adverse result is the restriction of integration into the decision-making processes.

14. The UN-PAAERD is intended to provide a practical and effective guide for global action on a long-term basis and reflects the broader goals and objectives of the Arusha Strategies 3/ for the Advancement of Women as well as the Nairobi Forward-looking Strategies.

15. The Arusha Strategies and the Lagos Plan of Action 4/ both stress the importance of human resources development. They stress that 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 resources base to meet domestic needs. Past human development policies appeared to have intensified the problem not only of male unemployment but also that of the female and accentuated existing biases against the education and training of girls and employment of women.

(a) Education

16. Traditionally in African society, women have been successfully integrated into its agricultural and commercial spheres. As development has progressed, however, it has had the perverse effect of leaving most women behind to perform traditional roles. The key to entry into modern society is education and it is in this domain where women have fared poorly. Even at the first, or primary level, where enrolment of girls is at its peak, there are few countries in Africa where the ratio of girls to boys reaches parity. As one goes from the primary to the secondary and finally to the university levels, this ratio declines precipitously. Without these higher forms of education, women are foredoomed to remain on the fringe of modern society.

17. Education is the basic tool that women need in order to fulfil their role as full members of society and increase their contribution in development. Special measures should be adopted to revise and adapt women's education to the realities and needs of their society, in particular to increase access to scientific, technical and vocational education, for young women, and for the poorest women in urban and rural areas.

18. A comprehensive strategy of social development, that not only ensures equality of opportunity in education between young men and women, but also leads to de facto equality through compensatory affirmative action programmes, is needed to ensure dramatically increased female school enrolment. Such a strategy could identify the causes why young girls do not continue their education or why so many become school drop-outs. Once these are established, social planners could devise remedies. There is already much evidence that the neglect of female education is rooted in a multiplicity of economic, cultural and familiar factors that lead women to forego schooling at an early age. The response to this problem has to be comprehensive and multi-sectoral. No single department of government has the jurisdiction or resources to resolve this problem.

(b) Policy reforms

19. Policy reforms should create a favourable environment which is most conducive both to growth and to meeting human needs and aspirations. This involves action to improve nutrition and provision of basic services.

20. Women, as producers and providers of food for the family and responsible for managing household resources and ensuring the well-being of children, need support on several fronts. It should, however, be kept in mind that it is essential for the support to facilitate and promote the exercise by women of their new roles on an equal basis with men, as prescribed in the Nairobi Forward-looking Strategies. These include: a reorientation of agricultural policies and programmes to increase women's economic productivity while ensuring proper recognition of their contribution to the economy; alleviation of the burden on women arising from their traditional role in providing food, fuel and water for the household, in addition to child care and domestic work; increased participation of women in decision-making and management of development activities; and more attention to women's special needs in health, social services and education, as well as their contribution to promote the health and well-being of children.

21. Priority action should enhance women's productive capacity in food production and agricultural development. Increase in food production should be coupled with measures to increase people's access to adequate food. Indeed, long-term growth is crucially dependent on a healthy and educated labour force, which can best be assured by conditions of adequate diet, a healthy environment, and proper health care, both at the household and community levels. The potential gains of such strategy both immediate and of a longer-term nature are indeed enormous.

22. The vital role of women as providers of health care, both inside and outside the home, should be recognized in the creation and strengthening of basic services for the delivery of health care, with due regard to levels of fertility and infant and maternal mortality, and the needs of the most vulnerable groups as well as the need to control locally prevalent endemic and epidemic diseases. Through co-operation between governments, the World Health Organization, the United Nations Children's Fund and the United Nations Fund for Population Activities, plans of action relating to women in health and development have been formulated which identify and reduce risks to women's health and promote the health of women at all stages of life, bearing in mind the productive role of women in society and their responsibilities for bearing children. Recognition of the importance of women's participation in the achievement of Health for All by the Year 2000 5/ should be enhanced, since their health knowledge is crucial in their multiple roles as health providers and health brokers for the family and community.

23. Issues of fertility rates and population growth in Africa should be treated in a context that permits women to exercise their rights effectively, including the basic right to control their own fertility which in itself forms an important basis for the enjoyment of other rights and the Kilimanjaro Programme of Action for African Population and Self-Reliant Development. 6/

E. SOCIAL PLANNING AND POLICY FOR SPECIFIC POPULATION GROUPS

24. Social planning can be a useful management instrument for promoting improved co-ordination and integration of services among social service and welfare ministries. It permits planners to focus on important population groups whose needs would otherwise be neglected. Specifically it can be

an effective tool for promoting the full participation of disabled persons and youth and the continued contribution of older people to society. These objectives are already embodied in major United Nations instruments relating to these population groups, as well as in the Guiding Principles on Developmental Social Welfare Policies and Programmes. 7/

25. The World Programme of Action Concerning Disabled Persons, adopted by the General Assembly, in its resolution 34/154, embodies a new and bold approach for the equalization of opportunity in dealing with the disabled, whose numbers in Africa run into millions. Integrating them into the mainstream of life and dealing with their training, vocational and other needs, is the best way to help disabled persons find effective ways for overcoming their disabilities and contributing meaningfully to the community.

26. In Africa the practice of caring for the disabled within the kinship-based family is still widely kept. Efforts by government and non-governmental organizations should be geared to strengthen the family's ability to care for disabled persons, as well as to assist disabled women who are already overburdened with domestic and other family responsibilities.

27. Very substantial benefits can be gained by focusing efforts on prevention. Such efforts directly improve well-being and increase people's overall capacity to lead a productive life and contribute to development. Prevention techniques have been developed which are relatively cheap and simple to implement. These include community-based instruction in pre-natal and infant care and in hygiene, supplementary feeding of vulnerable age groups and immunization against childhood and debilitating diseases. At another level, greater emphasis on instruction in the use of new products and machinery can help to cut down disabling accidents and injuries, which are on the increase in both the rural and urban environment.

28. Young people, who make up about a fifth of Africa's total population, require special attention. The potential of this group, whose members can be expected to grow, remains largely unfulfilled. Vast numbers of Africa's youth are unemployed, lack access to basic social services and are increasingly marginalized in urban areas to which they are attracted. Rural youth and children constitute about two-thirds of the total population of young people and require a specific outreach in formal and informal education and training, public health services and food distribution systems during these formative years while living away from areas where private and government services have been concentrated. Helping young people develop into healthy, educated and contributing participants of the community in which they already live is a major challenge to all African societies.

29. Older people have an important role and status in Africa. However, these are in danger of being eroded as a result of both economic change and urbanization. The elderly, for the most part, are left behind in the countryside, from which vast numbers of young people have flocked to burgeoning urban and peri-urban areas. Recent projections indicate that approximately two-thirds of Africa's elderly will continue to live in the rural areas by the year 2000. Attention needs to be given to the capacity of older people to continue to perform necessary productive roles, especially in agriculture,

where the rural population is becoming seriously unbalanced and the family productive unit upset by the absence of sons and, increasingly, of daughters. When the elderly move to urban areas, out of necessity, their situation often becomes highly vulnerable, given that the city environment tends to place obstacles in the way of kinship-based family cohesion and older people have fewer of the skills required for city jobs. Community-based efforts will increasingly be called for to enable older migrants to remain productive in a new environment.

F. A MORE SELF-RELIANT SOCIETY

30. African States have made much headway in consolidating their independence and improving the well-being of great numbers of their people. These gains have been realized despite the legacy of colonialism, a hostile physical environment, the rising dangers of apartheid and adverse international economic trends.

31. The early economic and social gains made by many African States in the years following independence are at risk, and, in not a few cases, have been eroded. In large measure, this has been due to external economic factors over which African countries have little influence. The world price of many of Africa's raw materials declined sharply in recent years and processed or manufactured goods are encountering trade barriers and increased protectionism. At a time when the terms of trade of a great number of African countries have deteriorated, many are faced with excessive external debt, whose servicing costs have become a major drain on their limited capital.

32. Under these adverse economic conditions, social planning could result in a more purposeful and efficient use of limited resources. Through the processes of such planning, a better fit could be achieved between national objectives and the means of attaining them. The attraction of social planning to policy-makers lies in its considerable usefulness in promoting more equitable ways for the organization, distribution and use of social services. Gains in the area of equity, as well as efficiency in the use of resources, is of paramount importance at this crucial juncture in Africa's economic and social development, considering the shrinking resources and the growing legions of poor who have limited access to social services.

33. However invaluable such gains, their scope will not encompass a vast majority of the population, given the available resources and the growing population. Social planning has also to consider ways for promoting greater individual and collective self-reliance, so as to reduce dependence upon social service systems which, within the foreseeable future, cannot cover the mass of Africa's fast-growing population. This, for example, is the case in the social welfare field where, despite considerable efforts to extend services "the efforts have fallen short of the needs and expectations of the mass of the population". 8/ The same may be said for extending conventional forms of health services, education, housing and other services that are needed to satisfy the basic needs of society.

34. In the light of these harsh realities, renewed emphasis has to be given to exploring alternative paths to development that offer greater scope for individual and collective initiative.

35. The possibilities for achieving this are to be found in strategies that emphasize individual and collective self-reliance and co-operation. The ethic of self-reliance and co-operation reduces the sense of alienation and isolation which increasingly permeate many societies. It can serve as a springboard for a wide array of citizen activities in the social and economic spheres which figure importantly in any strategy for promoting the human dimension of development and recovery.

(a) Self-reliance as a means to development in sectoral areas

36. It would be worthwhile to dwell, however briefly, on certain of these activities. In the field of housing, the ethic of mutual aid and self-help is deeply ingrained in rural society. The inhabitants of a shelter are invariably one and the same as those who built it. Using local materials and their own labour, along with the assistance of neighbours, rural Africans have traditionally constructed their own shelter. These same participatory practices are in evidence in the construction of urban and peri-urban squatter settlements. Through a process of continuous upgrading these shelters are transformed into good housing and the settlements themselves are often integrated into the physical infrastructure and social service system of the municipality.

37. Self-reliance is very much in evidence in the African health sphere where important sources of medical and psychiatric care are bound up in traditional medical practice. African pharmacology abounds in time-tested treatments for a range of illnesses for people who have little or no access to modern medicine. Blending the best of traditional African and modern medicine has great potential for extending effective health care to the mass of Africa's populations. The University Hospital of Fann in Dakar, where great efforts are made to combine traditional and modern psychiatric care and bring it within reach of great numbers of people, is a model worthy of careful study.

38. Traditionally the African kinship-based family has been the core structure for organizing production and integrating the necessary functions of all its members. This centuries-old practice, that underlines the importance of collective self-reliance, is also an important part of Africa's social security safety net which provides its members with food, shelter, social education and social insurance against sickness, old age and death. In important respects, the fabric of this safety net is becoming frayed by the impact of urbanization, socio-economic development and modern education and employment. The challenge to social planners is to maintain the vitality of this system, wherever possible. Fundamentally, this means framing policies that permit the family to remain a source of support for all members, even as their individual roles change, especially in relation to economic activities.

39. An emphasis on self-reliance could give a much needed stimulus to food protection and move Africa along the path to self-sufficiency in this field. In a number of African countries, Governments have given greater attention to cash crops than to food production. This, in addition to adverse climatic and environmental conditions, has obliged many African countries to import cereals to feed their populations. This trend has led to a dangerous dependence on foreign sources for food. Production of traditional staples has not kept pace with population growth: these traditional foods are often used in rural communities as insurance against food scarcity and famine.

40. Urban populations have easier access to imported cereals than rural populations, which have become more vulnerable to food shortages. One of the consequences of periodic scarcities in basic food has been an accelerated flight from the land. Community development, support of co-operatives, and increased attention to training in rural areas could increase food security and extend employment opportunities, especially for the rural young, as well as maintain a better balance between rural and urban society.

41. A genuine strategy of self-reliance has also the beneficial effect of extending popular participation. Participatory activities tend to generate pressures on government to devolve power to local authorities. The latter are closer to the people and understand their needs better than far-off provincial or national government. As the spirit of and enthusiasm for individual and collective self-reliance take hold, people gradually acquire a greater sense of efficacy for undertaking development tasks. The building of shelter based on self-help and mutual aid is a case in point where both initiative and resources stem from the beneficiaries of this form of housing.

(b) Expanding participation

42. Participatory forms of social and economic activities which are the bedrock of a strategy of self-reliance create a nexus between contributors to development and its beneficiaries. In this scheme of things, the risks of alienation from society are diminished as people are able to trace effect to cause.

43. Even in societies where socio-economic planning is widely used as a way of distributing resources in a rational manner, this is not enough to ensure that it responds to the needs of the population at large, or makes full use of their capacities. Planning, after all, is not a neutral process but often responds to the interests of powerful economic, social and sectional groups. This is no less the case in Africa than it is elsewhere. Under planning, it might be noted, neglect of agriculture in favour of industry had become a widespread phenomenon in developing countries. Marginalized populations from the rural areas have flocked to the cities, which usually become the greatest beneficiaries of the planning process. Such trends can be countered, and development accelerated, by encouraging processes that promote voluntary and self-interested forms of citizen participation.

44. This point bears particular relevance in regard to co-operate organizations which have a long and respected history in Africa. The co-operative, properly managed, and free of undue interference, is

quintessentially a people's organization that thrives best on a participatory ethic. They have done much in Africa in the field of food marketing and, lately, have become particularly active in encouraging savings by farmers, peasants and city workers. They have a potential for doing far more. Many experts identify overregulation and control of the activities and decision-making practices of co-operatives as a crucial issue. Governments have a major role to play in assisting co-operatives. Their aim should also be to strengthen their independent and democratic character.

G. CONCLUDING OBSERVATIONS

45. It has long been recognized that physical investment and economic organization, important as they are, need to be complemented by human investment and appropriate social mechanism. In times of economic difficulty, there is, nonetheless, a tendency to shift the emphasis from human to physical investment, from social to economic organization. Balance is the central issue, and there are compelling reasons why, in most African countries, a shift in the balance of programmes away from human investment and social organization is highly undesirable.

46. Experience shows that, even during periods of retrenchment, there is scope for launching new programmes where political support can be mobilized. The United Nations system, as well as non-governmental organizations, have experience of programmes which rely heavily on existing community and local level self-help organizations, voluntary associations, co-operatives and informal groups, as well as public local authorities. Supported by international organizations, limited central government assistance in the form of advice, encouragement, materials and technical help, can, through these channels, make significant improvements in the productive capacity and skills of people, and help prevent perpetuating disadvantages from generation to generation.

47. Some areas are listed below in which various novel and often unorthodox initiatives have proved successful:

(a) Basic education

48. Where formal schooling is not provided to all, local community initiatives can do much to redress the situation. Voluntary labour and material donations can take care of buildings. The teaching force can be augmented by calling on the participation of community leaders, local government workers, social workers, extension workers, clergymen, successful farmers, craftsmen or local businessmen, and visiting relatives (especially students) or village elders.

(b) Youth programmes

49. Young people are an important group, particularly those who missed schooling altogether. They can be reached in the context of several institutional settings, such as the co-operative, the church, the army, a major enterprise, or even a correctional facility.

50. Much can be done in the school context for youngsters who clearly are not destined to climb the education ladder. The most important reform that is needed is in attitudes, to overcome the idea that those not destined for further education should be left to fend for themselves. The resources of the community can be mobilized to help "non-scholastic" youngsters to make the transition to the world of adulthood and work, if more people with standing in the community are involved, specially those who can arrange for some form of first employment even if temporary.

(c) Strategies to reduce premature mortality and morbidity

51. In rural areas and urban slums, infant and child mortality rates are particularly high, with women giving birth to a large number of children in relation to those that survive to adolescence or adulthood. Apart from the human tragedy, infant and child mortality represents a critical and debilitating waste and hindrance to human resource development.

52. Targeting young pregnant women can be an effective means of preventing a waste of resources and perpetuation of poverty. Relatively simple techniques are available to reduce maternal, infant and child mortality: instruction in care during pregnancy and improved nutrition support; instruction in infant care, especially regarding feeding and hygiene; supplementary feeding of infants and simple therapy for those suffering from common illnesses; and immunization. All this can be managed by community and health workers with little training and some provision of basic supplies.

53. More children reaching adulthood generally meant fewer overall pregnancies, and consequently, better health and survival rates for mothers. Additional major benefits accrue to society from reduced child morbidity, which brings improved learning capacity, better health during economically active years, and much reduced incidence of disability.

(d) Training women as community development workers

54. Because, in addition to their critical role in child-rearing, women in Africa play a major role in various agricultural, processing, trading and other service activities, they should be targeted for additional training and support. Initial efforts in rural areas could be concentrated on training more women as community and development workers, to work specifically with women, especially in areas of high outmigration of men. A greater emphasis on training women as agricultural extension officers, or assistants, in areas where women run farms would also be a highly cost-effective form of human resource development, yielding quick benefits in additional agricultural output, incomes and savings.

(e) Concluding note

55. Such programmes should be seen as part of broadly based policies. There are limits to what can be achieved if opportunities for using acquired skills cannot be widened and if good health cannot be turned into an economic as well as social asset. The programmes described work best in an expanding economy. The foundations can nevertheless be laid in difficult times. Where they already exist they should not be targeted for cut-backs.

Footnotes

1/ United Nations publication, Sales No. E.85.IV.10.

2/ ECA/CERA/87/85 (p.14).

3/ Second African Population Conference, Arusha, United Republic of Tanzania, 9-13 January 1984, ST/ECA/POP/1.

4/ Organization of African Unity, the Lagos Plan of Action for the Implementation of the Monrovia Strategy for the Economic Development of Africa, adopted by the second extraordinary assembly of the OAU Heads of State and Government, devoted to economic matters (Lagos, Nigeria, 28-29 April 1980).

5/ World Health Organization, Primary Health Care: Report of the International Conference on Primary Health Care, Alma-Ata, USSR, 6-12 September 1978 (Geneva, 1978).

6/ The Arusha strategies for the advancement of women in Africa; beyond the end of the United Nations Decade for Women. United Nations Economic Commission for Africa, Organization of African Unity, Addis Ababa, 1985.

7/ Report of the Interregional Consultation on Developmental Social Welfare Policies and Programmes, 7-15 September 1987, Vienna, Austria (E/CONF.80/10, paras. 36-40).

8/ "Social Policies and Programmes in the Context of Africa's Economic Recovery and Accelerated Development". Economic Commission for Africa, Interregional Consultation on Developmental Social Welfare Policies and Programmes, ECA/SD/87/2.1/a, p.12.