



**UNITED NATIONS**

**ECONOMIC AND SOCIAL COUNCIL**

**ECONOMIC COMMISSION FOR AFRICA**

12702 CH  
**E**

Distr.: LIMITED

E/ECA/ACW/RFWL/95/3

July 1995

Original: ENGLISH

**REPORT OF  
THE REGIONAL FORUM OF WOMEN LEADERS  
IN PREPARATION FOR THE FOURTH WORLD CONFERENCE ON WOMEN  
ADDIS ABABA, ETHIOPIA  
24 - 28 JULY 1995**

ECA  
396(6)063  
R4254

## **A. ATTENDANCE AND ORGANIZATION OF WORK**

1. The Regional Forum of Women Leaders in preparation for the fourth World Conference on Women took place in Addis Ababa, Ethiopia, from 24 to 28 July 1995. It was organized by the United Nations Economic Commission for Africa (UNECA) in collaboration with African Women's Development and Communication Network (FEMNET) and the Regional Focal Field-Level Institution for East Africa (RFFI) with financial assistance from the Governments of Finland and the Netherlands to the United Nations Trust Fund for the World Conference on Women. The Forum was formally opened by H. E. W/ro Tadelech Haile-Mikael, Minister of Women's Affairs in the Prime Minister's office of the Transitional Government of Ethiopia. The keynote address was given by Mr K. Y. Amoako, United Nations Under-Secretary-General and Executive Secretary of the Economic Commission for Africa, as one of his first official functions since assuming his post in Addis Ababa. Statements were also made at the opening ceremony by H. E. Mr T. M. Mapuranga, Assistant Secretary-General for Political Affairs on behalf of his Organization of African Unity (OAU). Ms Njoki Wainana, Chairperson of the African Women's Development and Communications Network (FEMNET), Convenor of the Regional NGO Forum. The opening ceremony was chaired by H. E. Mrs Aminata Mbengue N'Diaye, Minister of Women, Children and the Family of Senegal, President of the fifth African Regional Conference on Women in Dakar in 1994.

2. The meeting was attended by 36 member States of the Commission: Algeria, Angola, Botswana, Burkina Faso, Burundi, Cameroon, Chad, the Congo, Djibouti, Egypt, Equatorial Guinea, Eritrea, Ethiopia, the Gambia, Ghana, Guinea, Kenya, Liberia, Madagascar, Malawi, Mali, Mozambique, Namibia, the Niger, Nigeria, Rwanda, Senegal, Sierra Leone, Somalia, South Africa, the Sudan, Tunisia, Uganda, United Republic of Tanzania, Zambia and Zimbabwe. Burundi, Cameroon, Ethiopia, Guinea, Senegal, Sudan and South Africa were represented at ministerial level.

3. The Netherlands, a Member State of the United Nations was represented by an observer.

4. The following international bodies and United Nations specialized agencies were represented as observers: International Labour Organization (ILO), International Planned Parenthood Federation (IPPF), Réseau Femmes Africaines et Droits Humains (REFAD), United Nations Educational Scientific and Cultural Organization (UNESCO), United Nations Environment Programme (UNEP), United Nations Fund for Population (UNFPA), United Nations High Commissioner for Refugees (UNHCR), United Nations Children Fund

(UNICEF), United Nations Industrial Development Organization (UNIDO), World Health Organization (WHO) and United Nations Development Fund for Women (UNIFEM).

5. Various African NGOs were represented: the African Centre for Magazine Publishing (ACMP), African Federation of Women Entrepreneurs (AFWE), Association Internationale des Femmes Francophones (AIFF), Comité Scientifique Femmes et Développement (CSFD), Council for Economic Empowerment of Women in Africa (CEEWA), Medical Women's International Association (MWIA), Inter-African Committee on traditional practices affecting the health of women and children (IAC), Regional Focal Field-level Facilitation Initiative (RFFI), the Association of African Women for Research and Development (AAWORD), Federation of African Women Educationalists (FAWE), African Women's Development and Communication Network (FEMNET) and Women in Law and Development in Africa (WILDAF). It was agreed in informal consultations before the opening and in formal deliberations in the Plenary that the NGO representatives were key to the discussions and that the meeting was a partnership meeting between member States, the NGOs and the ECA secretariat.

6. The Forum observed a minute of silence in respect for the memory of Ms Veronica Mullei a Kenyan national and Director of AAWORD who died in a tragic car accident in Boston, USA. The Chairperson lauded her committed and dedicated service to AAWORD.

#### **Election of Officers (Agenda item 2)**

7. The Forum elected the following Bureau:

Chairperson	:	Ethiopia
First Vice-Chairperson	:	Guinea
Second Vice-Chairperson	:	Malawi
Rapporteur General	:	Tunisia
First Rapporteur	:	Chad
Second Rapporteur	:	Kenya

It was agreed that the Vice-Chairpersons and Rapporteurs would lead the two working groups to be formed for the review of the Global Platform for Action.

## **B. Agenda**

### **Adoption of the provisional agenda and organization of work (Agenda item 3)**

8. The Forum adopted the following agenda:

1. Opening of the meeting.
2. Election of officers.
3. Adoption of the provisional agenda and the programme of work.
4. Briefing on the African Platform for Action.
5. Review of the Guidelines for the implementation of the African Platform for Action.
6. Review of the Draft Global Platform for Action in line with the African Platform for Action for inputs into the Global Platform.
7. Strategies for effective and massive participation of Africa in the fourth World Conference on Women in Beijing.
8. Any other business: Status of ARCC (item introduced by the Cameroonian delegation).
9. Adoption of the report.
10. Closure of the meeting.

It was further agreed that the sessions would be held as follows:

Morning	:	09:00 a.m. - 11:00 p.m.
Afternoon	:	13:00 p.m. - 16:00 p.m.

## **C. Account of proceedings**

### **Opening addresses**

9. In her opening statement, H. E. Woizero Tadelech Haile-Mikael, Minister of Women Affairs of the transitional Government of Ethiopia, welcomed participants and observers to the Forum and to Addis Ababa on behalf of the Government. She stressed the need for solidarity in the struggle for women's advancement and expressed appreciation for ECA's endorsement of women's advancement. She said this was a critical time in African history, when the continent faced deterioration of socio-economic conditions, huge debts and several armed conflicts. She recalled the Lagos Plan of Action, the Arusha and Abuja Declarations and the Nairobi Forward-looking Strategies, pointing out that enough had not been achieved in the last few decades. She mentioned Ethiopia's efforts to prepare for the fourth World Conference on Women and its National Policy on Women which was adopted in September 1993 and which clearly stated that Ethiopian women must participate in policy formulation and decision-making.

10. She expressed the expectation that Beijing would go beyond mere rhetoric and urged the Forum to review the Global Platform and agree on clear strategies for the effective participation of the Africa Group in Beijing.

11. In his keynote address, Mr Kingsley Y. Amoako, Executive Secretary of the ECA expressed his pleasure to address the Forum as it sat on the eve of the fourth World Conference on Women. He said the deliberations would help to place Africa into partnership with the world. He welcomed the participants to Addis Ababa and to historic Africa Hall where many decisions affecting Africa had been taken and expressed heartfelt gratitude to the Transitional Government and the people of Ethiopia for their continuous hospitality.

12. The Executive Secretary acknowledged the fact that gender perceptions and social norms affected the status and the productivity of women. Assessment of the Nairobi Forward-looking Strategies done at the fifth African Regional Conference in Dakar in 1994 revealed that although much had been achieved since 1985, much remained to be done. There was need, still, to formulate policies, plans, and programmes that ensured gender sensitivity and responsiveness at all levels. There was need to take special corrective measures to ensure women's inputs in decision-making at various levels and their regular participation in all aspects of societal activities. Additionally, it was necessary to address the fact that women were over-represented among the poor. Various African cultures and traditions tended to marginalize the feminine gender from birth onward.

13. He underscored the significance of how women from all walks of life, old and young alike, unanimously adopted the African Platform for Action: the African Common Position for the Advancement of Women. This was the current blueprint for Africa's action toward gender equality. It was the map for mainstreaming the gender approach to development for the next ten years and beyond. It was a commitment made by Governments, NGOs, national and international organizations alike, to play their role in the implementation of the Platform for Action from the moment it was adopted in Dakar.

14. The Executive Secretary stressed that implementation was now the issue and point to the "Guidelines for Implementation of the African Platform for Action" which had been prepared by the ECA to assist Governments, NGOs and development partners to design and implement gender sensitive programmes relevant to Africa. Institutional and resource mobilization and allocation arrangements and strategies had also been suggested. The Guidelines document was therefore an important yardstick for measuring progress with implementation.

15. In conclusion, he said that the meeting faced two challenges:

- (a) Deliberating on strategies for incorporating Africa's concerns into the Global Platform; and
- (b) Devising tactics for Africa's contribution to a global consensus on the document.

16. Most of Africa's concerns were, fortunately, already in the Draft Global Platform. Thanks to those who attended the last Preparatory Committee meeting in New York, the issue of the status of the girl-child had been added as the twelfth critical area, even though it still remained bracketed. He urged retention of this area of concern as well as particular attention to the issue of poverty which affected a vast majority of African women. He ended by asking all participants to dedicate themselves to ensuring that Africa would have a stake in the outcome of the fourth World Conference on Women and would support the concerns of the African Platform with one voice.

17. H. E. T. M. Mapuranga, Assistant Secretary-General for Political Affairs of the OAU greeted the Forum on behalf of H. E. Salim Ahmed Salim, the OAU Secretary-General, who was away on mission. He welcomed the idea of the Forum as a far-sighted initiative for the region's effective participation in Beijing. He stressed OAU's full commitment to the elimination of gender-based discrimination, the importance of gender equality at all levels, elimination of gender-based discrimination, and to the implementation of the African Platform for Action which was endorsed at the 1995 OAU Summit, and further supported by the Addis Ababa Declaration by African Heads of State and Government. The African Platform had also been adopted by the 1995 ECA Conference of Ministers as Africa's Common Position on the critical areas of concern and its framework of action. He also pointed to various recent global endorsement of equal opportunity for women, including the Cairo Agenda for Action for Economic and Social Development.

18. Referring to the need to mobilize resources for the implementation, he pledged full support for joint ECA/OAU collaboration with the African Development Bank and other development partners.

19. The FEMNET Chairperson, Ms Njoki Wainana welcomed the opportunity for dialogue and said that NGOs treasured this meeting which demonstrated partnership, as there was a need to share strategies and forge alliances for Beijing. Governments, NGOs and the ECA secretariat had to organize to own the process and take hold of the direction of the Conference working to speak with one voice, showing Africans to be a strong people

holding the continent together and holding their heads high. She also pointed out that various subregional meetings had been held on the issue of strategies for Beijing and influencing unresolved issues still bracketed in the Global Platform. Africans had to build up a momentum for solidarity as one solid group.

20. Referring to the 1985 third World Conference in Nairobi, she said that African women had participated strongly and urged that the "spirit of Nairobi" should prevail in the linkages with the Beijing Conference. She also stressed that Africa was spearheading "the girl-child" as one of the critical areas of concern to be included in the Global Platform and this as well as other African concerns needed a common strategy.

21. The chairperson, H. E. Mrs Aminata Mbengue N'Diaye welcomed participants and observers and stressed the need for an African Common Position in Beijing, and for high visibility and performance of African delegations along the lines of the Addis Ababa Declaration by the 1995 OAU Summit. She also urged the meeting to consider how to mobilize resources for implementation of the African Platform for Action and the need for Governments and NGOs to work closely together and with development partners.

22. She pointed to the main objective of the meeting which was to identify the areas in the African Platform which the African delegations had to make sure would become a part of the Global Platform including the African concerns for poverty, peace, advancement of the girl-child, and reproductive health issues.

**Briefing on the African Platform for Action and Review of the Guidelines for the Implementation of the African Platform for Action (Agenda items 4 and 5)**

23. The representative of ACW presented the African Platform for Action to the Forum, briefly outlining its action-oriented nature, and the stress on institutional arrangements for implementation and monitoring and on resource mobilization.

24. She pointed out that although the African Platform had a regional consensus and would be monitored on a regional basis by the African Regional Coordinating Committee for the Integration of Women in Development (ARCC) member States had to formulate national plans of action guided by their own development priorities and resource availability.

25. She said that Africa was fortunate in that the eleven critical areas of concern highlighted in the African Platform were already included in the Global Platform, although

some areas of concern, including the girl-child, were still bracketed. The African Platform for Action: Africa Common Position for the Advancement of Women, as outlined in its mission statement was a framework for action and a potent tool for the (re)formulation and (re)articulation of policies and strategies aimed at concrete and sustainable development.

26. The representative of the ACW further underscored the importance of ensuring that Africa's concerns are retained in the Global Platform. She then introduced the **Guidelines for the Implementation of the African Platform for Action** which had been prepared by the ECA for use by member States, NGOs and regional and subregional development partners. She urged the Forum to make extensive use of the Guidelines as they formulated strategies and activities for implementation of the African Platform for Action.

27. The Forum took note of the two documents presented.

**Review of the Draft Global Platform in line with the African Platform for Action, for inputs into the Global Platform (Agenda item 6)**

28. Under this agenda item, the Chief of the African Centre for Women of the ECA, introduced the Issue Paper and Review of the Global Platform for Action which had been prepared to guide the work of the Forum. Her statement emphasized the fact that the Draft Global Platform for Action was the main policy document to be adopted at the Beijing Conference and that the critical areas identified within this document posed fundamental obstacles to the advancement of women. The Global Platform aimed to accelerate the removal of some of these obstacles to ensure women's full and equal participation in all spheres of public and private life, including economic and political decision-making. She stressed that it is an action-orientated agenda for equality, development and peace, which sought to safeguard women's human-rights throughout their life cycle. She also pointed out that partnership between men and women was the basis for achieving equality, development and peace.

29. She noted the importance of ensuring that the key issues of concern to women in Africa would be adequately incorporated into the Draft Global Platform for Action. As the critical issue of the girl-child was a contribution from the African region into the Draft Global Platform for Action, it was proposed that the meeting give special consideration to the issue with a view to building a common position on the related bracketed text.



30. Turning to the main issue of the Draft Global Platform in relation to the African Platform for Action, the ACW Chief elaborated on the twelve critical areas of concern in the Draft Global Platform and noted that those critical areas almost coincided with the eleven outlined in the African Platform for Action. She then identified the four critical areas of concern where a marked shift in emphasis appeared between the Global and the African Platforms, 2 in the GPA and 2 in the APA. These were the six critical area of concern: **"Inequality in women's access to and participation in the definition of economic structures and policies and the production process itself"**, which cut across some of those in the African Platform for Action, in particular - Women's poverty, insufficient food security and lack of economic empowerment; inadequate access of women to education, training, science and technology; and women's legal and human rights and the eighth area of concern in the GPA as: **"Insufficient mechanisms at all levels to promote the advancement of women."** It was noted that this issue was also addressed in the APA as: **"Institutional arrangements for the implementation of the APA"**. Two areas of specific concern in the APA that were not as emphasized in the GPA were noted as: **"Women's vital role in culture, the family and socialization";** and **"Mainstreaming of gender disaggregated data."**

31. The ACW Chief then gave the background on how and why elements in the Draft Global Platform for Action had been put in brackets by the Commission on the Status of Women which also acted at the last PrepCom meeting for Beijing. These bracketed elements in the GPA reflected areas where there had been no consensus among delegations attending the New York PrepCom meeting in March 1995. The Conference Secretariat identified twelve clusters of the bracketed text within the GPA. The ECA/ACW had further focused on 9 clusters of particular relevance to Africa to facilitate discussion at the Forum:

- (a) Population and Development;
- (b) Human Rights;
- (c) Resources;
- (d) Institutional framework;
- (e) The Macroeconomic framework for action;
- (f) Political framework;
- (g) Accountability, responsibility and commitment;
- (h) The micro-economic framework for action; and
- (i) Civil Society.

32. She concluded by emphasizing that activities and strategies, when constructively implemented, would not only strengthen Africa's common position for effective intervention at the Conference towards global consensus building but would also improve Africa's relationship with her development partners.

33. During the ensuing discussions, the FEMNET Chairperson thanked the ECA for explaining the rationale behind the choice of 9 out of the 12 clusters of brackets identified by the New York secretariat of the fourth World Conference and for explaining the tasks of the 2 working groups. She further stated that participants were reassured to know that most of the APA concerns were already included in the Draft Global Platform for Action and that the strategies needed now were to ensure their retention without distortion or dilution.

34. She then drew the attention of the Forum to the fact that despite decades of use, the word "gender" itself faced much opposition in global gatherings. Guidance was needed from the Forum on how Africa should deal with gender issues such as gender equality, human rights, reproductive rights and domestic violence. The FEMNET Chairperson felt that the Forum had to discuss the treatment of such issues for Africa to be properly prepared for a leadership role in Beijing, that would involve swaying other regions to its positions.

35. In her presentation, the Vice-Chairperson of FEMNET reported on the subregional preparatory meeting held in Lusaka, Zambia which had discussed aspects of strategy in great detail. The approach used for strategy formulation was shared with the Forum, as well as experiences with the process of trying to remove brackets and adding and eliminating text.

36. She focused on several issues; and highlighted the dispute on the use of vocabulary pertaining to "gender" particularly on the call from certain quarters to maintain gender-neutral language. She expressed the view that acceptance and use of gender-neutral language would tend to eclipse the special needs of women that are associated with their biological and reproductive functions, as opposed to socially constructed gender roles. The gender gap that brings about gender differentials with a bias against females was not accidental but had been socially created. To attain gender equality and parity required a special focus on women. There had been little progress since the 1985 Nairobi Forward-looking Strategies (NFLS) and the gender gap had widened. As efforts were made to remove the brackets, the background to the perpetuation of gender-based discrimination should be recalled. It was also important to identify appropriate institutions and

mechanisms that could monitor and evaluate the progress made in the implementation of the GPA.

37. The Senior Programme Specialist to the IPPF on women's programmes in Africa intervened on behalf of the coalition of several organizations based in Nairobi who had produced a **Handbook for African Delegates** on how to lobby at the Beijing Conference. She commended the Kenya delegation for this rewarding initiative and for their active participation and support in the preparation of the document, with the full involvement of the Government and the NGOs, and with the support of the Population Council. She stated that African delegates in Beijing should participate in unison without divisions into Government and NGO delegations. This would put Africa in a position to lobby effectively and she expressed her appreciation to the ECA for organizing the Forum of Women Leaders for this purpose.

38. In her statement regarding NGOs, the representative of the Network of African Women and Human Rights focused on several areas that were of concern to NGOs particularly poverty alleviation, access to health care as a right for women, control of violence against women, the need to teach sexual education to the youth, the necessity of peace and conflict-resolution and the vital role of women in peace-making. The NGOs were fully supportive of the establishment of a special United Nations organ for conflict-resolution and the involvement of women in such an organ. Other critical areas, she said, included human rights for women, removal of discriminatory practices against the girl-child and the crucial role of women in the family. She concluded by emphasizing the importance of having unified and common strategies in Beijing and of working towards targeted negotiations. To this end, partnerships between Governments and NGOs were of critical importance.

39. The Executive Secretary of the ECA thanked FEMNET representatives for their eloquent exposition of the issues. He stated that in order to push effectively for gender equity, there were powerful economic arguments for the economic empowerment of women in order to attain sustainable development. The achievement of gender equality and equal opportunities for men and women was not only an issue of social justice but one of economic imperatives. He identified five important areas for economic empowerment namely: female education women's health and nutrition; increase of women farmers' productivity; increase of female participation in the formal labour markets, and increase of women's access to credit. The Executive Secretary emphasized that there was clear evidence now that if gender disparities were removed, this would trigger an overall accelerated process of development. He informed the participants that between now and the meeting in Beijing in September 1995, all the participants would be provided with a kit

showing statistical data and analysis that would support and strengthen the case for gender equity. This kit would provide African delegates with ample evidence of the necessity of economic imperatives for women's empowerment.

40. The Chairperson of the meeting expressed her appreciation of the ECA Executive Secretary's offer of a supplementary information kit. This would give invaluable assistance to the African delegations. She further observed that women were fortunate to have an Executive Secretary of the ECA who was very clear on gender issues and who gave women unequivocal support in their pursuit of equality. She then invited the participants to make their own observations on the issues raised.

41. The meeting agreed that, as it had happened at the International Conference on Population and Development in September 1994 in Cairo, when Governments and NGOs worked together as national delegations, the same should happen in Beijing. Furthermore, in looking at the bracketed text, participants should bear in mind that those brackets referred to women's lives and well-being where critical gender gaps existed. They were urged to make concerted attempts to understand the technical language used and to seek to understand the issues because only when armed with knowledge could African participants make meaningful amendments to the Global Platform for Action. Participants should also be aware that remedial measures were required not only at national, regional and international levels but also at the family and household level.

42. A representative made the point that the GPA should be looked at as a whole, with a view to seeing where the linkages and interfaces between the different sectors were. Education was a case in point because it touched on all the other areas.

43. Another representative urged participants to regard the fourth World Conference on Women as a Conference of Commitments. Governments should make commitments and should take a position on how to fulfil their obligations up to and beyond the year 2000.

44. The UNIDO Special Advisor on women expressed her support of the Executive Secretary's statement on the economic imperatives for gender equality. She informed participants of a recent study undertaken by UNIDO on women in manufacturing which showed that the more women participated in the manufacturing sector, the greater the pace of economic growth. On the issue of terminology and language in the GPA, she informed participants that a recent meeting held in Vienna on women in the United Nations was informed by the chair of the drafting group for the Global Platform for Action that delegates meeting in New York had agreed that the word "gender" would be unbracketed in the GPA. However, she cautioned that hidden and covert gender discrimination was still

an issue that had to be addressed in Beijing. Commenting further on the brackets, she urged the Forum to go back and refer to the recent Conferences and the documents that these Conferences had adopted. Such prior international agreements would facilitate the unbracketing procedure in Beijing since the Conference would then have to stick to the language that had already been agreed upon at these Conferences.

45. The Forum also requested that time be given for reports on various meetings which had preceded the Forum in discussing the bracketed texts and which had done some strategy formulation such as the last PrepCom in New York, Consultations of the African Ambassadors in New York; the Conference of women of Central African subregion held in Bangui, Central African Republic on 8 - 13 May 1995; the Conference of Women Ministers and Parliamentarians held on 19 - 21 July 1995 in Ouagadougou, Burkina Faso and the subregional Conference in preparation for the fourth World Conference held in Lusaka from 29 June to 1st July 1995. It was further noted that FAWE together with several Kenyan based NGOs had also met to strategize for lobbying. Participants who attended these meetings were asked to participate actively in the working groups.

46. The Forum also agreed that the African Platform was an adopted document and could not be altered. Adding issues such as human settlements to Africa's concerns, at this point would dilute the Platform and open "a Pandora box".

47. The Forum agreed to form two working groups to work on the clusters of bracketed elements selected by the ACW to steer the work of attempting to remove the brackets around the issues of direct concern to Africa; it however, requested the ECA secretariat to provide guidance in the working group themselves as to the background to the placing of brackets by the Commission on the Status of Women/PrepCom, New York. The reports from working Groups are reproduced in Annex I and II.

#### **NGO briefing on preparations for Beijing Conference**

48. The NGOs organized a special briefing on travel plans and preparations for the Beijing Conference. Lobbying strategies were suggested, implementation issues raised regarding the APA and post-Beijing activities discussed.

49. Representatives of FEMNET informed the forum that 4,900 people from Africa had registered to attend the Beijing Conference. Due to problems of funding and delayed information, many potential participants had not yet registered. The possibility that the ECA secretariat might sponsor some women to go to Beijing was also discussed.

50. With regard to the venue of the NGO Forum, it was announced that the site at Hairou about 40 kms from Beijing had been accepted, since China had agreed to various requests about site accommodation and transport arrangements. The area designated (42 hectares) was large enough to host the planned workshops, exhibitions, plenaries, regional tents, outside T.V. screen, etc.

51. Participants were asked to re-register for hotel accommodations even though the 5 July deadline had passed. Shuttle buses would be available from Hairou to Beijing. However, "Human Rights Watch" had warned that participants had to be careful of their movements as visitors would be exposed to difficulties outside Beijing or Hairou.

52. Air China had offered a 50 per cent discount to participants. The Airlines operated in the region out of Johannesburg, South Africa. A number of NGOs were trying to charter planes at a lower cost. Special flights by Ethiopian Airlines were also being negotiated.

53. With regard to shipment and sale of goods in Beijing, participants were advised to travel with their goods rather than using air-freight. There would be open markets in the Forum and Conference areas only. Goods had to be declared on arrival and further application made to the Market Licensing Office.

54. In Beijing, there would be four global thematic plenaries from 1-8 September and regional Chairpersons for the Africa Group would be nominated from the subregions for the purpose.

55. The representative of FEMNET underscored the objective of the NGO Forum as the empowerment of women. In order to portray the positive image of the African woman several cultural activities are being planned by NGOs. She expressed concern that a fashion show may not necessarily portray a positive image of the African woman in the midst of the existing poverty, and suggested other ways of displaying African attire.

56. The NGO Forum secretariat had made arrangements to have a press centre with a global team from the five regions. National delegations, however, should include a media person for link up. As in Dakar, the women's Features Service would produce a daily bulletin on Hairou and Beijing events.

57. Each region had been assigned a date to host a cultural night. Africa had chosen 2 September 18:30-20:30 hours.

58. Each region would have a 230 square metre tent for its own activities. Sessions would commence from 08:30 to 20:30 hours daily. A tentative programme from 31 August - 8 September had been drawn up based on themes agreed in New York, including Environment; Women in the Democratization Process; Violence against Women and Legal Rights; the Girl-Child; Education, Peace and Women in Conflict Situations; Investing in Women's Health; Poverty and Economic Empowerment; and Art, Culture and Sports.

59. The Plenary divided into two working groups to carefully analyse the bracketed elements of the Draft Global Platform for Action. Both working groups were greatly assisted by those delegates who had attended the third Prep/Com for the fourth World Conference and who acted in an advisory capacity with respect to the significance of the bracketed elements.

**Strategies for Effective and Massive Participation of Africa in the fourth World Conference on Women in Beijing (Agenda item 7)**

60. Informal closed-door consultations amongst heads of delegations took place on the strategies for effective participation of Africa in the Beijing Conference. The purpose of these consultations was to reach a consensus on matters pertaining to the coordination of African Delegations attending the Conference.

61. It was decided that the countries that constituted the Bureau for the fifth African Regional Conference in Dakar Senegal, November 1994, would constitute the coordinating Bureau of the African delegations in Beijing. It was further decided that the current Chairperson of the OAU (Ethiopia) would be the first vice-chairperson of the coordinating bureau, and the ECA/OAU shall be the Secretariat of the Bureau. ECA was further requested to work on the terms of reference and the responsibilities of the Bureau.

62. The Forum also decided that any country that hosts the last regional conference before a world conference shall coordinate the activities of the region at the world conference.

63. Considering the agenda item, it was noted that FEMNET had already proposed an effective strategy for NGOs' effective participation in Beijing. What was needed now was to amalgamate NGOs' strategies with governments' strategies so that African delegations could have a unified position in Beijing. The Chief of the ACW stated that the decision to convene the regional forum was an ECA initiative in close collaboration with RFFI, and FEMNET that stemmed from its concern for building consensus and one voice for Beijing.

She pointed out that informal consultations at the present forum demonstrated the same commitment and consensus as was established in Dakar.

64. She congratulated all the participants for rising above their differences, during their consultations on the coordination of activities in Beijing. The informal consultations had been very positive and had given the basis for our discussions.

65. The representative of the ACW suggested four major areas for effective participation namely: active participation; coordination of the African Group; harmonization with NGOs; and productive dialogue with Africa's development partners. She emphasized that the ECA/OAU secretariat in Beijing would assist the African Bureau during the Conference and would give it full logistic support. The ECA would take the initiative to provide documentation to African delegations and would also assist delegates to prepare short statements when required. A calendar of meetings would be prepared and made available periodically. However, delegations should be aware that there was always a general daily timetable of the Conference Secretariat and delegates should avail themselves of this timetable.

66. Media coverage was a very important part of the strategies although the UN Department of Public Information would coordinate overall media coverage. The African media should be very well informed and should have a well coordinated coverage of African participation. Delegations should maintain permanent contact with the media in order to cover adequately the activities of the African group. However, the media should be sensitized as to its responsibility in defending and promoting the APA, and above all to portray a positive image of Africa.

67. African delegations should also forge and utilize alliances with other regions and include media personnel amongst their delegations to ensure good coverage and promotion of African interests.

68. It was suggested that constant contact be maintained with the vice-presidents of the Bureau of the World Conference for African delegations to interact with them and keep them briefed on African priorities and issues.

69. Delegations should also prepare themselves adequately in order to assume their responsibilities and take the lead at the Conference.

70. The Forum agreed that delegations going to Beijing should consider continuity of representation and effectiveness of performance as the most important selection criteria.



Delegations should send people who had been involved in preparations all along and who were productive and committed in their contribution.

71. All concurred that the Chairperson of the African delegations in Beijing had to be briefed very well on the coordination and negotiation role expected. The Africa Group had to prepare to speak with one voice and should be thoroughly conversant with both the African and Global Platforms.

72. The delegation of Senegal made additional suggestions for effective participation at the World Conference, inter alia to:

- (a) mobilize resource persons from among African delegations and form groups entrusted to ensure cohesion among African delegations, and liaise with NGOs in the dissemination of relevant information on various themes of the Conference;
- (b) include in the delegations diplomats who would assist in negotiations particularly in defending African positions;
- (c) constitute groups of interpreters and translators to facilitate communication within the group;
- (d) form a group assigned to prepare the consultation with development partners;
- (e) form a pool of communication specialists.

73. The Document that came out of the Accra Meeting was summarized for the meeting. The Technical Committee of the Accra Consultative Meeting on the fourth World Conference on Women was held from 24-26 July 1995 and it produced a declaration focusing on five critical areas of concern (poverty, education, health, peace and the girl-child) as well as strategies for implementation of the GPA. The declaration is attached as annex III.

74. The Forum agreed that formulation of lobbying strategies for specific African concerns was the most important objective; and that lobbying strategies meant trade-off negotiations with other regional commissions, to get their support for Africa's concerns in return for Africa's support for theirs. The sensitivity of Nordic countries to women's development issues in Africa was also noted as a favourable factor to be considered in

getting others to assist with presentation and support of Africa's concerns, especially in the areas of poverty, peace, reproductive health, the girl-child, institutional arrangements for implementation and resource mobilization.

75. The Forum requested ECA to integrate all the suggestions into one comprehensive document to be distributed in Beijing.

#### **Any other business (Agenda item 8)**

76. Under this agenda item, the Forum noted that there was need to have a deep reflection on the role and status of the ARCC in the light of changes in Government representation on the Committee, and of mechanisms for promoting the advancement of women. The ARCC must fulfil the mandate for which it was established. On returning from Beijing, the ARCC should be poised to facilitate implementation of the APA and the GPA. The Committee had to be reactivated, and the subregional committees revitalised. In Beijing, the ARCC Bureau should establish strong contacts with funding agencies and development partners. The existence of ARCC had to be known and its role as Africa's institutional mechanism for the advancement of women be strengthened.

#### **Adoption of the report (Agenda item 9)**

77. The report was adopted with amendments. It was agreed that the final version of the report should be immediately sent to the African Group in New York and to member States for more coherence and efficiency in the preparation of the African region for the Beijing Conference.

#### **Closing of the meeting (Agenda item 10)**

78. During the closing ceremony, statements were delivered by the ECA Executive Secretary of the representative of the Regional Field-Level Facilitation Initiative (RFFI), and the President of the Fifth African Regional Conference on Women.

79. All the statements underlined the importance of the outcome of the Forum and called on member States and NGOs to make every effort to ensure adequate preparation for the Conference and more importantly to maintain cohesion of the African Group during the World Conference.

80. The ECA was reminded to provide the statistics and economic arguments which will reinforce the position of African women in the negotiation process.

81. A draft Beijing declaration as well as a declaration presented by NGOs to the Forum are attached as annexes III and IV.

82. In her closing statement, the chairperson thanked the participants for their effective contribution to the Forum. She also thanked the members of the secretariat for their patience and hard work throughout the deliberations.

83. The chairperson then declared the meeting closed.

## REPORT FROM GROUP I

Chairperson : Guinea

Rapporteur : Chad

The Group considered chapter 1: Mission statement, Chapter 2: Global Framework and the Clusters on Resources, Institutional Framework, Macro and Micro Economic Frameworks, Political Framework, Accountability, Responsibility, and Commitment.

The methodology adopted by the group was to review chapters 1 and 2 paragraph by paragraph with a view to defining the position of African Women Leaders on bracketed issues and the arguments to be used during the negotiations. Working and reference documents for the group were the Draft Global Platform for Action, the African Position Paper and the issue paper presented by ECA.

The following table shows paragraph by paragraph decisions taken by the Group.

## Proposed Amendments

### CHAPTER I : MISSION STATEMENT

Para No.	Decision/Position	Rationale
1	As it is.	
2	Move first sentence to Para 4 Retain following formulation: "As an agenda for action, the Platform seeks to promote and protect all human rights and the fundamental freedoms of all women throughout their life cycle."	The first sentence is more relevant to para 4
4	First sentence of para 2 becomes the first sentence of paragraph 4. Revised para 4 to read as follows: <b>The Platform reaffirms the fundamental principle set forth in the Vienna Declaration adopted by the World Conference on Human Rights that the human rights of women and of the girl child are on inalienable, integral and indivisible part of universal human rights, based on the realisation of the principle of equality for all people of all ages and from all walks of life.</b>	
5	Delete "adequate" and remove brackets	New resources will be required to implement the Programme of Action.

## CHAPTER II: GLOBAL FRAMEWORK

Para No.	Decision/Position	Rationale
15	<p><b>Remove Brackets, Delete</b></p> <p><b>"Consequently" It should read: A huge portion of global expenditure had been devoted to the production of arms and trafficking and trade in arms, thus substantially reducing resources for social development. Moreover, the debt burden has forced many developing countries to undertake structural adjustment policies Delete "that are "</b></p> <p><b>Add: Which, although expected to lay the foundation for economic recovery, have neither eradicated poverty nor created sustainable development, and have continued to be.. detrimental to their social development.</b></p> <p><b>Add: "Women carry the heaviest burden of structural adjustment policies. External indebtedness and the debt burden have compounded and increased disproportionately the poverty situation in these countries with particularly negative effects on women and children.</b></p>	<p>Wars and civil strife continue to plague Africa bringing untold suffering and abuse of human rights. These wars have been greatly facilitated by the easy availability of arms and other machinery of war and destruction. This is bad in itself. But even of greater concern is the fact that large amounts of global resources are expended in areas which are detrimental to the socio-economic welfare and development of women. Expenditure on arms production, trafficking and trade has had particularly devastating effects on women and children who bear the brunt of war and conflict. The fact that resources are diverted from the promotion of positive social development programmes to the detriment and degradation of societies cannot be over-emphasised.</p>
16	Remove brackets	
17	The text which was bracketed in original 17 to be unbracketed excluding the word "similarly"	
27	Replace bracketed sentence by "In some countries an enabling environment for NGOs to operate freely is yet to be created."	The alternative text is less antagonistic - it is not pointing fingers to governments only.

35	Unbracket the last sentence and amend it as follows: <b>The commitment to promoting Women's rights and equality, as well as human values and dignity on the part of the mass media is seriously lacking.</b>	
37	Unbracket and retain the sentence: <b>The major causes of the continued deterioration of the global environment is the unsustainable patterns of consumption and production, particularly in industrialized countries, which is a matter of grave concern, aggravating poverty and imbalances.</b>	<p>This language has been negotiated and agreed on in previous UN Conferences:</p> <p>Agenda 21 Para 4.3: While poverty results in certain kinds of environmental stress, WSSD.PDA Para 10c</p> <p>Poverty and environmental degradation are closely interrelated.</p> <p>This is also seen when studying consumption pattern within a country - whereby the consumption patterns of the more affluent is found to be higher than the underprivileged.</p>

## RESOURCES

(i) New and additional resources		
Para No.	Decision /Position	Rationale
68	Remove brackets Amend first sentence to read: Increase financial assistance in order to provide adequate funding for programs and projects designed.....	Boosting the resource base and having adequate resources, are complementary, not mutually exclusive.
87(a)	Should read: <b>Mobilize additional funds from organizations in the private sector to assist in meeting the costs on under-served populations</b>	Contribution towards expenses in the costs of education should come from both the private and public sectors, although the principal responsibility rests with the State.
88(b)	Delete "consider":	There is need for a firm commitment on the part of these partners to the implementation of the programme of action.
125(n)	Remove the brackets:	All these actions are essential.
126(i)	Remove all the brackets Proposed to read as follows: Initiate and fund counselling and rehabilitation services:	There is need for public and private institutions to provide advice up-front and take charge of errant cases.
126(g)	Proposed to read: Organize and fund information campaigns .... risk for violence, so that they can learn how to communicate without violence in the household, community and social contexts, protect others against such violence.	



126(i)	Remove all the brackets Proposed to read: initiate and fund counselling and rehabilitation services.	Many acts of violence against women go unpunished, hence the need for mechanisms of prevention and for the social integration of perpetrators of such violence.
149(l)	Remove the brackets Should read: Adopt special measures to provide women who have been determined refugees ..... Delete "substantially"	In view of the deplorable conditions in which women refugees live, the international community must adopt special measures to improve their lot.
171(a)	Delete "more equitable". Remove brackets around "higher". Delete the words between brackets: "without religious values".	The reference to ethical values and to religion has negative connotations that are inimical to women.
175(d)	Remove the brackets. Leave "investment funds and support services".	They are both essential.
245(d)	Delete the words between the first pair of brackets; remove the remaining brackets, letting the sentence stand.	Communication is of crucial importance to women; access to traditional and grassroots means of communication is absolutely desirable.
325	Remove brackets	The committee's scope cannot be enhanced without the requisite resources.
346	Delete the words in brackets: Substitute "will be" for "may be" in the fifth line from the bottom of the paragraph.	Read with the rest of the paragraph, they are redundant.

360	Delete "be invited to" "at least double the" and "consider the adequacy of". Delete all the words in brackets. Substitute "substantially increase the" for "at least double"	
361	Delete the paragraph: <b>Retain the first alternative without the last sentence.</b> <b>Para should read "To treat UNIFEM and INSTRAW equally, strengthening the financial base of UNIFEM and INSTRAW and providing it with substantially increased resources... their responsibilities in implementing the platform for Action effectively."</b>	It would have the effect of committing governments in areas that fall outside their purview.
362	Remove the brackets; Substitute "will" for "many"	Resources are always necessary.
(ii) "Adequate" versus "necessary" resources		
Para No.	Decision/Position	Rationale
59	Remove brackets	With adequate institutional and financial support at all levels
108(c)	Delete "adequate"	
111(a)	Delete "primary" Unbracket "basic"	
111 a-b-c	Delete "where necessary", and "where appropriate".	A firm commitment is necessary
112(a)	Delete "public" and "where appropriate"	
310	Remove the brackets	Resources as well as support, are essential

<b>(iii) The role of international and other financial institutions</b>		
<b>Para No.</b>	<b>Decision/Position</b>	<b>Rationale</b>
171(c)	Remove the brackets Delete "development"	
206	Remove the brackets	This paragraph may be included in Chapter I.
212	Delete both sets of brackets.	The North, and governments in general (North as well as South) are not aware of the work done by women in the South - in the household, in the fields, and in the informal sector.
343	Remove all the brackets Delete "consider" and the "-ing" after "increase"	
344	Remove the brackets Delete "consider how it might"	The Fourth World Conference requests the G.A. to involve the entire United Nations system in the implementation of the Platform for Action.
345	Remove all brackets	Proposed Text: English Text: Consideration should be given to establishing a mechanism for collaborative effort for this endeavour.
353	Remove the brackets and delete the words "where appropriate"	
<b>(iv) Resource Priorities</b>		
<b>Para No.</b>	<b>Decision/Position</b>	<b>Rationale</b>
80	Remove brackets	Proposal to the African Group. The implementation of SAPs invariably entails budget reduction.

89(d)	Remove brackets Should read: Allocate substantial resources to basic education ...	The education of girls is a distinct priority
145	Remove brackets	It is the main objective
149(n)	Remove brackets	It is essential to offer protection to women refugees.
86 and 87	Combine para 86 and 87(a)  By governments: a) b) c) Invite private sectors, Foundations, Research Institutes and NGOs to:  (i) Mobilize (ii) Provide funding	Para 87 becomes 86c.

## POLITICAL FRAMEWORK

(i). Armed Conflict		
Para No.	Decision/Position	Rationale
132	<p>Remove the remaining brackets except [Foreign Occupation] and Delete the last sentence</p> <p>Unbracket "Universal"</p> <p>Unbracket "without peace there will be no equality or development."</p> <p>Unbracket "other types of conflict"</p> <p>Unbracket "forced pregnancies"</p>	<p>As used in previous conferences:- world Conference on human Rights affirms the solemn commitment of all states to fulfil their obligations to provide universal respect for and observance and protection of international laws. This is beyond question.</p> <p>It has not been used as a modifier before and also supports the universality human rights' WCOHR Vienna Section I para, 5, 15b which confirms that all human rights are universal.</p> <p>Without peace, Women are victims- not equal. Without peace, there is no development. Peace is one of the most crucial preconditions for development.</p> <p>There are indeed other kinds of political conflicts.</p> <p>Forced pregnancy is a consequence of war, violence especially in race elimination. It is serious because women are indeed victims do not want such pregnancies or children - WCOHR Sect, 2 Para 38</p>

134	<p>Remove brackets on the second sentence</p> <p>Unbracket "internally displaced persons"</p>	<p>In conformity with international laws that protect unarmed persons/civilians, Ref. International Red Cross, UNHCR etc.</p> <p><b>"Internally"</b> is a serious problem with millions of persons being displaced within their own countries - entire population of countries are usually internally displaced, (Liberia over a million, Sierra Leone, 900.000).</p>
225	<p>Retain First alternative and remove brackets</p> <p>In case original para is maintained</p> <p>Remove all brackets except [Foreign Occupation]</p> <p>Delete "or experienced as a result of"</p>	<p>Reviewed all alternatives and selected alternative 1 which contained all elements pertaining to violence against war and is in line with ICPD action on cultural and Gender-based violence and the Human Rights - WCOHR Sec 2, Para 38; Declaration on the elimination of violence against women; UNHCR Guidelines.</p>
(ii). Armament and Disarmament		
Para No.	Decision/ Position	Rationale
145b	<p>Delete brackets</p> <p><b>"In particular for the advancement of women "</b></p>	<p><b>"In particular"</b> directly states the object of concern- which is <b>WOMEN</b>, the whole effort is to promote the advancement of women as clearly stated in the ICDP document. Additionally this will stop the abuse in use of funds for social and economic development.</p>

145c	Remove all brackets	The para refers to confidence building; Conversion of funds from arms production and purchasing to women development; strengthening of the UN-Registrar on Conventional arms. Also information on production and marketing should be a part of the registrar. This is for accountability and control.
145e	Remove all brackets Delete "consider the adoption of" and retain "adopt"	Adopt is more action oriented.
145f	Remove all brackets	
139	Remove all brackets Delete "conflict" and retain "excessive military spending" Delete "is an important factor" and retain "is essential".	The idea of "conflict" is covered within "excessive military spending". Security is also a factor that promotes growth and is essential. <b>Essential</b> is a stronger word. The Idea of conflict is covered within excessive military spending.

**(iii). Military Spending**

Para No.	Decision/Position	Rationale
E.2 Strategic objective	Remove bracket, on 1st objective Delete the second objective	The over riding actions on points towards reducing military expenditures and control. This is a necessary strategic objective.

**(iv). Political issues**

Para No.	Decision/Position	Rationale
44	Delete the brackets	This is historical and subject to change, however ingrained prejudicial attitudes are more static barriers - these have more credence.

135	Delete "in implementing .....security" Remove brackets from " this requires that and "should "	"should" is more precise
140	Remove brackets	The statement is a truth factor and has to be stated as it is.
141	Remove brackets and delete "families".	When referring to society we are talking about families.
144c	Remove brackets. Delete "including the UN..."	Statement is correct. This is a very strong point for promoting women in armed conflict
145a	Remove brackets	
145d	Remove brackets	Very plain
147b	Remove brackets, delete the first "diplomacy", Retain "encourage preventive diplomacy"	
147c	Remove brackets. Delete "consider the establishment of" and replace with "Establish" The new sentence reads as follows: "Establish a special UN unit for third-party conflict prevention and resolution with a gender balance composition of any such unit."	
147j	Remove all brackets	This refers to coercive measures that are imposed by influential countries on less - influential ones on matters that could have been settled other wise with punitive measures that affect women and children.
147k	Remove brackets -	same rationale as above (147j).
E6 Strategic objective	Remove all brackets	This is a necessary strategic objective.



151a	Remove bracket	This is an accepted UN stand predicated upon WCOHR Vienna.
183	Delete "and promotes the proper functioning of democracy" and retain and unbracket "and is a prerequisite for the proper functioning of democracy "	
258b (ii)	Remove bracket	Refugees through their activities have massive effect on environments, i.e, sanitation, free cutting of fire wood, etc
305	Retain as it is.	

## INSTITUTIONAL FRAMEWORK

**Overall Rationale:-** Governments have committed themselves to establish National Machineries to mainstream Gender. However it has been observed that those efforts have not considered the need to locate these machineries at a high level of decision-making in order for them to be effective in their coordination role.

Therefore, there is need to strengthen them where they already exist or to establish new ones where they do not exist.

(i) MONITORING AND COORDINATING MECHANISMS		
Para No.	Decision/Position	Rationale
111(e)	delete strive and add <u>strengthen</u> after establish and remove brackets to read: "to establish/ strengthen as appropriate".	In some countries, Governments have already established National machineries which are however not effective: such machineries need to be strengthened.
112(c)	Remove brackets and add after to ensure "continued" progress.	The para calls for higher priority to women issues because sometimes allocated resources do not target health needs of women. Governments should sign and implement international agreements on health.
148b	Delete "during". move para to chapter IV section I.	The para would be more appropriately located in order to introduce the issues of women and peace.
194b	Remove brackets and add after create "and incorporate into existing machinery".	
211e		It seems that reports are not circulated in the UN system in a coordinated manner. It is up to the UN to develop a coordination mechanism.
258b	Unbracket "and monitoring"	Data base need to be updated through monitoring systems.
258b(iv)	delete cultural/remove bracket on monitoring.	It is not measurable / quantifiable.

258(d)	delete the content in brackets	It is a repetition. Agenda 21 chapter 24 names the organizations concerned so no need to give examples of organization.
299	Remove brackets	Governments have already shown commitment to creation of National machineries so governments should commit themselves to the goal of gender balance through the reinforcement of existing high level coordinative machineries.
308	Remove brackets	As the UN System is undergoing restructuring, there is need to strengthen its gender mainstreaming.
312	Remove brackets	For assessment of progress made on implementing the Platform of Action, there is need for mid-term world conference.
343	Remove brackets and delete consider and -"ing"	
344	Remove brackets	The promotion of International trade had an adverse effect on the marketing of primary commodities produced by women in the rural areas. In order to avoid the poverty trap arising from there on, the world trade organization should provide an affirmative action in order to protect rural production.
345	Retain brackets	Support G77 position that NGOs cannot monitor government.

(ii). National machinery		
Para No.	Decision/Position	Rationale
198	Delete "execute"	it means the same as <b>"implementation"</b>
203(a)	Delete text in bracket	By international level, the highest possible level is a cabinet minister or the equivalent
203(b)	Remove brackets	It is the goal of national machineries that facilitates the participation of civil society by promoting a bottom up process
205(b)	Remove brackets	These national machineries are in existence but need strengthening.
205(e)	Remove brackets and add after legislative "or relevant"	
207(e)	Remove brackets Delete networks and add after establish <b>"and strengthen networking"</b> add "clear " before "mandate."	Focal points exist but need to network. Their mandates need clarification.
208(c)	Remove brackets	National machineries should be pre-occupied by issues which constitute legal barriers.
208(d)	Remove brackets	Economic sectors which impact on lives of women are not always taken care of by legal actors.
208(e)	Remove brackets	National machineries should ensure that women are promoted as active participants in the change process as well as being beneficiaries.
230f	Delete content in brackets	

(iii). Commission on Status of Women		
Para No.	Decision/Position	Rationale
300	Unbracket on "close" and "human rights"	The CSW needs to closely collaborate with regional commissions in obtaining inputs on progress made. The Human rights principle has been endorsed by OAU Summit in its declaration on the African Platform for Action.
318-321	Remove the brackets  (IV) Committee on the Elimination of Forms of Discrimination Against Women.	The G77 support the continued existence of the CSW as the main policy making body on Gender issues at the UN.
230k	Remove brackets	The state parties met to consider this request and recommended that it be granted.

# MACROECONOMIC FRAMEWORK FOR ACTION

## (i). Structural adjustment programmes

Para No.	Decision/Position	Rationale
49	Remove brackets	This was accepted by all our respective Governments during the Summit for Social Development.
80	Remove brackets	This is a common position of all, reaffirmed by the Group of 77 at the Summit for social Development.
93	Remove brackets	It is a fact that SAPs erode access to health services; Furthermore, the Declaration of the social summit states that the overall macro-economic environment, the impact of structural adjustment of public expenditure, and poverty, have an adverse effect on health services and access to them.
177(b)	Remove brackets	The economic empowerment of women is not only a problem of social justice, but also an imperative of economic growth and development in general. Most women are engaged in informal-sector activities and should endeavour to enter the formal sector. Moreover, the argument advanced as regards the microeconomic milieu is applicable to the Macro-economic one as well.
220	Remove brackets	Redundant sentence to be deleted, but retained as it can be used as a negotiating tool.

## (ii). Debt and debt burden

Para No.	Decision/Position	Rationale
61(c)	Remove brackets	As regard the beginning of the sentence, the cancellation, reduction or conversion of the debt stock are guarantees. It has been observed that the transfer of financial resources from developing countries to the Bretton Woods institutions is increasing in real terms. However, it is considered important to delete the brackets and to adopt one or other of these policy frameworks, or all three, to pave the way for investment in women programmes. Given the considerable diversity in policies and in socio-economic conditions of the donor countries, the adoption of an appropriate approach to the question of multilateral debt is a matter that will have to be worked out.

## (iii) Transitional Corporations

Para No.	Decision/Position	Rationale
164	Remove brackets in the first sentence  Delete text in second brackets	<p>This paragraph applies to the private sector in its entirety; however, it is important to single out transnational companies in view of the influential role they play in the economic development of our various countries.</p> <p>The brackets, and the text, should be deleted, as it tends to perpetuate the stereotype perception of women, which is not essential.</p>

167(m)	Remove brackets	In the context of the opening up of markets and the liberalization of economies, it is incumbent upon Governments to take incentive measures to attract transnational corporations; they consequently become complacent to breaches of regulations and laws designed to protect workers and the environment.
179	Delete "By encouraging national and transnational corporations" and remove remaining brackets. New Sentence to read: The private sector, as defined in para 164 should be encouraged to ".	
<b>(iv). Sustainable development and Agenda 21</b>		
<b>Para No.</b>	<b>Decision/Position</b>	<b>Rationale</b>
16		Retain the paragraph; reference should be made also to Copenhagen.
19	Remove brackets	Social justice and equity cannot be achieved unless women have access to and control over resources, which is a prerequisite to their economic development. Economic development of women is one of the imperatives of overall economic growth. As a result women's poverty is directly related to the absence of economic opportunities, economic autonomy and their minimal participation in the decision-making process. Previous conferences recognized the Earth and Social correlation which exist between women's empowerment and social justice and equity.
60(c)	Delete "centred on human beings" and open brackets	
60(d)	Delete para 60(d)	Repetition of para 60(c)
246	Retain first brackets Delete text in 2nd brackets	Considerations here should be based on criteria formulated within the framework of Agenda 21; reference should be made also to the debate on para 37



247	<p>Delete both sets of brackets Rephrase the first set of brackets as follows: Consumption patterns show that poverty contributes to environmental degradation.</p> <p>Remove the 2nd brackets; retain the wording</p> <p>Delete the words between the brackets</p>	<p>However, the leading causes of environmental degradation are: the unsustainable exploitation of natural resources, deforestation by transnational corporations, and desertification.</p> <p>Redundant</p>
248	Remove the brackets	This part is derived from Chapter 24 of Agenda 21
253(e)	<p>Delete text in the brackets;</p> <p>Delete "energy and"</p>	<p>Not necessary in view of the subject matter.</p> <p>The idea is subsumed in "resources"</p>
253(f)	Remove the brackets; retain the wording;	Same rationale as Para 248.
256(d)	Remove brackets; retain the wording	Same rationale as Para 248.
257(c)	Remove brackets	
<b>(v). Economic Policies</b>		
<b>Para No.</b>	<b>Decision/Position</b>	<b>Rationale</b>
60 (a), 60 (b),	Remove the brackets.	<p>Given the fact that Governments have confirmed that they will support the Platform of Action it is appropriate to assume that they will endorse the principles underpinning the document. Research, analysis, planning, policy and programme implementations should then be undertaken with a new approach using gender factors as methodological variables.</p>



## MICRO-ECONOMIC FRAMEWORK OF ACTION

(i) Social Security Coverage and Labour law		
Para No.	Decision/Position	Rationale
107(d)	Remove the brackets	Social security systems in Africa, where they exist, do not offer the same advantages to women as they do with regard to men. This situation penalizes women, who, as mothers, child-bearers, educators and providers of care in the household, have the greater need for social protection.
177(g)	Remove brackets.	<p>This paragraph deals with women engaged in small-scale subcontracting enterprises. Affording them access to social security will enable them to:</p> <ul style="list-style-type: none"> <li>- Move out of the formal into the informal sector;</li> <li>- Quantify their activities within the framework of the national economy;</li> <li>- Enhance their relations with their entrepreneurial partners;</li> <li>- Operate on a more independent footing;</li> </ul>
180(f)	Delete "employment"	The words coming after it "hiring, retention, vocational training", define the various stages in employment. The word "employment" is therefore redundant here.

181(a)	Remove brackets	The occupations referred to here are rather precarious; unfortunately the majority of economically active women are engaged in them. Extending social security measures to this category of occupations will not really contribute to the betterment of women's conditions.
181(b)	Remove brackets	Same considerations as those relating to the occupational categories mentioned in paragraph 181(a)
282(b)	Delete para.	Child labour is prohibited under ILO conventions. Mentioning it in this document would therefore be tantamount to recognition of this practice, which the international community disapproves of and which hampers children's education.
282(c)		None the less, young working girls need protection
<b>(ii) Work - environment flexibility</b>		
<b>Para No.</b>	<b>Decision/Position</b>	<b>Rationale</b>
163	Remove brackets	The situation described in this paragraph is a reality.
181(c)	Retain the first alternative and remove brackets	It seems to be more cogent than the second one. Furthermore, since it logically follows from the situation described in paragraph 163, it is considered appropriate as a possible solution to that situation.

<b>(iii) National accounts and unpaid work</b>		
<b>Para No.</b>	<b>Decision/Position</b>	<b>Rationale</b>
158	Remove brackets	The situation described in this paragraph is a reality with which we are all acquainted. In all the sectors mentioned, women comprise the majority. To overlook their role would be tantamount to marginalization from the national economy. It is therefore essential to develop statistical concepts and methods of measuring and valuing unremunerated productive activity.
180(n)	Remove brackets and rephrase as follows:  "Ensure that the strategies to eliminate child labour recognize the excessive use of the labour of young girls for work in the household".	This wording takes into account the work that young girls do for their parents.
207(b)	Remove brackets and retain the second alternative	It is perfectly consistent with the strategic objective, and is clearer and more concise than the first one.

**ACCOUNTABILITY, RESPONSIBILITY AND COMMITMENT**

<b>(i). NGOs</b>		
<b>Paragraph No.</b>	<b>Decision/Position</b>	<b>Rationale</b>
<b>62</b>	<b>Remove brackets</b>	<b><i>It is an important area which gives recognition of the role of NGOs' working in partnership with the Government such that resources will be allocated appropriately - and establishment of enabling environment. Also important in that Governments abrogate responsibility in mainstreaming, women's health in the school curricula.</i></b>
<b>62(b)</b>	<b><i>Delete "organize pressure groups" and other relevant activities" and insert "Should establish follow-up mechanism to ensure.."</i></b>	
<b>62(c) &amp; (d)</b>	<b>Accepted</b>	
<b>62(e)</b>	<b>Retain as is on draft GPA.</b>	<b><i>Since acceptable in (d) then should apply in (e) in that it recognizes NGO/GO partnership.</i></b>
<b>62(f)</b>	<b>Retain the paragraph</b>	<b><i>In some ethnic groups there is positive traditional allocation of land to women - sentence 2. You can also empower women without giving them equal rights to resources - also goes in line with other conventions i.e. CEDAW and NFL</i></b>

<b>Paragraph No.</b>	<b>Decision/Position</b>	<b>Rational</b>
<b>107</b>	<i>Retain opening sentence but remove brackets</i>	<i>As earlier mentioned in 62 i.e. This refers to partnership between GO and NGOs in recognition of role of NGOs.</i>
<b>107(a)</b>	<i>Delete "their commitment", retain and unbracket "the commitments made", delete "taking into account the reservation and declaration" - and unbracket all</i>	<i>These are commitments already made.</i>
<b>107(b)</b>	<i>Leave as in GPA</i>	
<b>107(c)</b>	<i>Remove brackets</i>	<i>We need total consideration of all health needs of women and justification. Refer to ICPD and RIO meeting</i>
<b>107(d)</b>	<i>Unbracket</i>	<i>This is in agreement with the declaration on the right of the Child and ICPD i.e. also if men have access to social security throughout life cycle why not women</i>
<b>107(e)</b>	<i>Unbracket first set of brackets and delete "as contained in the report of the International Conference on Population and Development; unbracket "as agreed in the programme of Action of the International Conference on Population and Development". Unbracket whole section</i>	<i>Re: ICPD document</i>
<b>107(f)</b>	<i>Unbracket "gender" -  unbracket "recognizing the rights, duties for children, to be consistent with the convention on the right of the child" - leave as is the brackets on "as defined by WHO "</i>	<i>language accepted by UN and refers to both women and men; For negotiation purposes</i>

<i>Paragraph No.</i>	<i>Decision/Position</i>	<i>Rationale</i>
<b>111</b>	<i>Remove brackets on introductory sentence</i>	<i>In line with previous justification on NGOs</i>
<b>111(a)</b>	<i>delete "where necessary" delete "basic", also unbracket the "reproductive text and sexual"</i>	<i>It dilutes the likewise  To give more strength to the need to cater for health needs</i>
<b>111(b)</b>	<i>delete "where necessary"</i>	<i>It dilutes the idea.</i>
<b>111(c)</b>	<i>delete "where appropriate" and add "and strengthen"</i>	
<b>111(d)</b>	<i>Unbracket race, and ethnicity</i>	<i>Individual constitutions have it different and the more segregated, the better especially in data collection where the importance of variables is recognized.</i>
<b>111(e)</b>	<i>Unbracket whole item then delete "strive",</i>	<i>Dilutes the statement</i>
<b>175</b>	<i>Remove brackets in introduction</i>	<i>In line with para 62</i>
<b>175(a)</b>	<i>Delete "facilitate" and unbracket "ensure"</i>	<i>To strengthen sentence</i>
<b>175(d)</b>	<i>Unbracket and add "and" after funds;</i>	<i>To make a stronger commitment.</i>
<b>233</b>	<i>opening - delete "with support of" and replace with [in collaboration with" or "and"</i>	<i>To give a choice during negotiations. This para is in line with para 62.</i>
<b>233(d)</b>	<i>Unbracket</i>	<i>It concretizes the previous statements and also formalization.</i>



233(g)	Unbracket	<i>In line with the Convention on the Rights of the Child and CEDAW - also rights of women's life cycle</i>
<b>(ii). Affirmative action</b>		
<b>Para No.</b>	<b>Decision/Position</b>	<b>Rationale</b>
82	Unbracket text	<i>Most of the problems emanate from lack of access to education i.e. illiteracy rates higher for women refer Ouagadougou - UNESCO and convention of the rights of the child - hence need for targets</i>
B 2	Leave as it is.	<i>Negotiation tool. (Necessary Strategic Objective).</i>
84 (k)	Delete brackets and/or replace "quality" with "appropriate"	<i>To strengthen the sentence.</i>
85 (b) page 35	Delete "equity" as well as text in 2nd brackets.	
89 (a)	Remove brackets	
144 (a)	Remove brackets	<i>This paragraph will take care of increased and equal participation of women in higher decision-making levels including the U. N.</i>
144 (b)	Remove all brackets	<i>Gives it more strength</i>
144 (c)	Already dealt with under political issues.	

<b>Paragraph No.</b>	<b>Decision/Position</b>	<b>Rationale</b>
180(m)	<i>Remove all brackets</i>	<i>This is in line with CRC, Convention for the Rights of the Child and the need to set targets</i>
189	<i>Remove brackets</i>	
192(a)	<i>Remove brackets</i>	
192(b)	<i>Remove brackets Delete "integrate" and replace with "enable" and add "to fully participate" after "women"</i>	<i>Need for political will - and a lot more must happen i. e. The word "Integrate" is weak and needs to be strengthened - "enable", calls for enabling environment</i>
192(h)	<i>Remove all brackets, and delete "encourage" and Retain "ensure" -</i>	<i>"encourage" refers also to CEDAW and related affirmative action</i>
193(c)	<i>Remove brackets</i>	
194(a)	<i>Delete brackets</i>	
196(c)	<i>Remove brackets</i>	<i>Based on the need to highlight on the gender gaps, an important reason for appointing women to senior positions</i>
283(a)	<i>Remove brackets</i>	<i>In line with CEDAW and CRC</i>
283(d)	<i>Remove all brackets. Delete "prenatal sex selection" Delete bracketed text from "recognizing to child"</i>	<i>Further interpretation may be required so that the option does not contradict "safe abortion" as per ICPD</i>

<i>Paragraph No.</i>	<i>Decision/Position</i>	<i>Rationale</i>
<b>(iii). Degree of commitment</b>		
149(i)	<i>Remove first set of brackets and delete "consider"</i>	<i>looks like a typographical error</i>
167(g)	<i>Delete text in brackets i.e. "seek to"</i>	<i>as - const commitment</i>
175(a)	<i>Delete "facilitate" maintain "ensure" and unbracket it</i>	
178	<i>delete the word "encouraging"</i>	<i>Need consistency</i>
79	<i>Remove all brackets Delete "encouraging" to read: "By transnational and national corporations, the private sector"</i>	<i>For consistency.</i>
180(i)	<i>Remove all brackets on "ensure"</i>	
180(o)	<i>Remove all brackets and amend, insert comma after review, delete "and" and add "and" before reformulate</i>	
207(a)	<i>Delete text in bracket</i>	<i>Deleting the text strengthens the need for analysis.</i>
209(a)	<i>Delete "Aim to" and unbracket the rest</i>	<i>To strengthen it.</i>

<b>Paragraph No.</b>	<b>Decision/Position</b>	<b>Rationale</b>
209(e)	Delete bracketed text "Take steps to", also "by taking steps", remove all brackets add "and" after "measure"	To strengthen proposed actions in the sense that of quantifying contribution of women which for many countries has been overlooked.
209(f)	Delete text "seek to", remove all brackets	Strengthens the paragraph and quantifies the inputs/contributions of women to the development process
232(d)	delete "consider" reviewing "and replace with "review" Remove all brackets, add comma after "laws", delete "including" delete second "consider revoking" and replace with "revoke"	To strengthen national laws and need to highlight customary laws since they are the ones practised
232(g)	Remove main brackets, remove brackets on "religions" and delete "they are also urged" in brackets	
239(a)	Delete text in first bracket and unbracket text starting from "promote"	To strengthen the intended action
239(c)	Remove all brackets negotiable	Otherwise need to strengthen the principle - spirit for equal gender participation in the media.
242(b)	Delete "consider training" -	To strengthen the strategic objective
253(a)	Unbracket "Ensure"	
274(b)	Delete text "as far as possible"	It strengthens the right of the child to name identity, nationality and care. It is a Human Rights issue.
277	delete "as appropriate" endorse Africa position	

<i>Paragraph No.</i>	<i>Decision/Position</i>	<i>Rationale</i>
299	<i>Unbracket/remove 1st, 2nd and 3rd sets of brackets, insert "and" after "themselves to"</i>	<i>Want Governments to commit themselves and take action in terms of specific actions to promote gender balance</i>
360	<i>Delete "be invited to" and "at least double the" "consider the adequacy of" and insert after the second "should" "mobilize new and additional"</i>	<i>The Platform of Action should be an agenda for Action which will recall for new and additional resources</i>

## **ANNEX II**

### **REPORT FROM GROUP II**

#### **Introduction**

*Following the initial Plenary, the members of Group II met to discuss aspects of the "Issue Paper....." that were assigned to them. These were (a) population and development; (b) human rights; and, (c) civil society. For each of these three clusters, the Group reviewed the various paragraphs, one at a time, and adopted the following "modus operandi":*

*First, the Chairperson requested any member of the Group who attended the latest Preparatory Committee (PREPMCOM III), to provide the rationale for the bracketed text.*

*The Group decided on either removing or retaining the 'bracket'(s), modifying or deleting bracketed text and giving the rationale for each decision.*

**CLUSTER: POPULATION AND DEVELOPMENT**

<b>(i) Roles of women and men in family and society</b>		
<b>NB: APA = African Platform for Action; APP = Africa's position Paper</b>		
<b>Para No.</b>	<b>Decision</b>	<b>Rationale</b>
<b>30</b>	<b>Remove bracket; retain text</b>	<b>As indicated in APA, there is need for men and women to share roles in the up-bringing of children.</b>
<b>41</b>	<b>Remove bracket; modify text</b>  <b>As indicated in APP text modified as follows:</b>  <b>Since tomorrow's women are to become equal partners with men in social change and development, now is the time to accord the girl-child her rightful share of human dignity and opportunity and ensure the full enjoyment of all human rights and fundamental freedom by universal ratification of the Convention of the Rights of the Child. The skills, ideas and energy of girls are vital for full attainment of the goals of equality, development and peace.</b>	
<b>85(b)</b>	<b>Delete "equity"</b> <b>Delete bracket beginning with " of an appropriate age ..... from Pre-school level onward"</b> <b>All other brackets to be removed</b>	<b>As indicated in APP (p.4);</b> <b>As agreed during ICPD, para gives commitment to rights and needs of adolescents;</b> <b>See APA, paras 90, 91 and 92.</b>
<b>108(h)</b>	<b>Remove all brackets; delete 'mothers'</b>	<b>Retained text precludes confining role of women in society simply to motherhood.</b>
<b>148(e)</b>	<b>Remove bracket</b>	<b>Consistent with Para 72 in APA</b>

<b>180(g)</b>	<b><i>Remove brackets</i></b>	<b><i>To discourage tendency to confine certain development sectors to women and to prepare men to assume their family responsibilities. Para emphasizes issue of equality.</i></b>
<b>187</b>	<b><i>Remove brackets</i></b>	<b><i>Fosters equality between men and women in the family for the good of society as a whole.</i></b>
<b>192(i)</b>	<b><i>Remove brackets</i></b>	<b><i>Consistent with APP.</i></b>
<b>194(e)</b>	<b><i>Remove bracket; Insert "in the family" before "society"</i></b>	<b><i>Consistent with APP.</i></b>



<i>(ii) Family and family structure</i>		
<b>NB: GPA = Global Platform for Action; ICPD = International Conference on Population and Development;</b>		
<i>Para</i>	<i>Decision</i>	<i>Rationale</i>
<b>38</b>	<b><i>Remove bracket;</i></b>	<b><i>Africa has several family structures; concept accepted at ICPD.</i></b>
<b>50</b>	<b><i>Remove bracket</i></b>	<b><i>Must retain gains already made by women</i></b>
<b>61(a)</b>	<b><i>Remove bracket with text modified as follows:</i></b>  <b><i>"Allocate new or necessary additional resources for the eradication of poverty and target women and families living in poverty especially in developing countries".</i></b>	<b><i>Agreement reached during ICPD to increase resources to developing countries and to eliminate poverty particularly for women.</i></b>
<b><i>L.9 Strategic Objective</i></b>	<b><i>Remove bracket, modify text as follows:</i></b>  <b><i>'strengthen the role of the family and its responsibility in advancing the status of the girl child'.</i></b>	

<i>(iii) Religious and cultural expression and values</i>		
<i>Para</i>	<i>Decision</i>	<i>Rationale</i>
9	<i>Remove all Brackets; delete phrase: "with full respect for the various .... all its people"; delete "universal"</i>	<i>In the spirit of UN international Law.</i>
31	<i>Remove brackets</i>	<i>To reaffirm statement.</i>
35	<i>Delete sentence in bracket</i>	<i>Idea is repetitive within para.</i>
43	<i>Delete text in 1st brackets; Remove 2nd bracket; Delete text in 3rd brackets; Delete text in 4th brackets;</i>	<i>The words 'equity' and 'equality' are not synonymous</i>
46	<i>Delete text in 1st bracket;</i>	<i>To be consistent with Para 9</i>
	<i>Delete text in 2nd brackets;</i>	<i>Redundant; " the girl child " a separate critical area</i>
	<i>Remove 3rd brackets</i>	
	<i>Delete "universal" in 4th bracket.</i>	<i>Conforms with APP</i>
	<i>Delete "survival ..... of " to development of" in the 5th bracket</i>	<i>Deleted text redundant.</i>
73	<i>Remove brackets</i>	<i>As in APP</i>
74	<i>Remove brackets</i>	<i>Enriches previous paragraph</i>
82(f)	<i>Remove brackets and modify text to read: "Increase enrolment and retention rates of girls by allocating appropriate budgetary resources, by enlisting the support of parents and the community, as well as through campaigns, flexible school schedules, incentives, scholarships and other means to minimize the cost of girls education to their families and to facilitate parents'ability to choose quality education for the girl child, ensuring that women and girls through repealing any discriminatory laws or legislation based on religion, race or culture...."</i>	<i>As in APP.</i>

82(h)	Retain brackets	Absence of reasoning ability is not confined to Women as implied by Para.
85(o)	Unbracket and retain text	No brackets
85(q)	Unbracket and retain text	No brackets
109(b)	Remove all brackets	some cultures practice wife inheritance which could have negative implications for the spread of the HIV virus.
171(a)	Remove brackets on "higher" delete "more equitable" keep brackets around "without attendant .... ethical and religious values".	The text within retained brackets could have negative or positive implications for women.
232(g)	Delete "they also urged" Remove all other brackets	Some religions and cultural practices are discriminatory against women.
242(d)	Remove brackets around "reflecting their culture" Delete " Other two choices"	To render text less subjective.
258(b) (iv)	Remove brackets around "Cultural" and "Monitoring"	Need to monitor, computerize and evaluate progress of implementation. Also keep "cultural" because it was omitted - The list should be comprehensive.
276(d)	Delete "and practices". Delete also "are" Remove all brackets.	To improve on the text.
291	Delete " and equity" Delete "with respect to the cultural values of nations"	To be consistent; Concept of "values" includes cultural values;
<b>(iv) Sexual and Reproductive Health</b>		
<b>Para No.</b>	<b>Decision/Position</b>	<b>Rationale</b>
85(k)	Remove brackets;	Conforms with APP and ICPD.

98	<i>Remove all brackets</i>	<i>ICPD document endorsed all ideas in the text.</i>
105	<i>Remove brackets on line 2 and 3, ie. "race and ethnicity ... relevant"</i>  <i>Remove brackets around "including contraceptives"</i>	<i>Variables specified are important elements in research and statistics.</i>
107(u)	<i>Remove all brackets</i>	<i>Consistent with ICPD.</i>
108(m)	<i>Remove all brackets</i>	<i>Consistent with Para.107 above.</i>
C.3	<i>Remove brackets</i>	<i>Language accepted in ICPD.</i>
110(e)	<i>Remove all brackets</i>	<i>Consistent with ICPD.</i>
110(h)	<i>Remove all brackets</i>	<i>Consistent with ICPD language. We need to provide institutional and financial resources for safe and affordable contraceptives.</i>
111(a)	<i>Delete "where necessary" and "basic"</i> <i>Remove all other brackets.</i>	<i>Current language in health sector.</i>
112(b)	<i>Remove brackets</i>	<i>Youth need relevant information to make informed choices; consistent with ICPD.</i>
281(c)	<i>Remove first brackets</i> <i>Delete "recognizing rights... and consistent with rights of the child".</i>	<i>Convention quoted out of context. ICPD language is to protect the child and give parents support to play their role.</i>
281(e)	<i>Remove first and second brackets</i> <i>Delete "recognizing the rights, duties ... with the Convention on the Rights of the Child"</i>	<i>Consistent with the above paragraph.</i>

<i>(v) Sexual and Reproductive Rights</i>		
<i>Para No.</i>	<i>Decision/Position</i>	<i>Rationale</i>
<b>94</b>	<b><i>Remove all brackets</i></b>	<b><i>Consistent with ICPD language.</i></b>
<b>95</b>	<b><i>Remove first brackets and stop sentence at "often not considered".</i></b>  <b><i>Remove brackets around "unprotected" and "premature"</i></b>  <b><i>Delete "taking into account the parents responsibilities."</i></b> <b><i>Remove brackets around "unwanted", "unsafe abortions" and "women's determination"</i></b>	<b><i>Consistent with ICPD language.</i></b>
<b>97</b>	<b><i>Remove all brackets</i></b>	<b><i>Consistent with ICPD.</i></b>
<b>99</b>	<b><i>Remove first bracket around "adolescence... sex practices"</i></b> <b><i>Delete text within second brackets "are not able to insist... their partners"</i></b> <b><i>Remove brackets around "obstacles to negotiating safe sex"</i></b> <b><i>Remove brackets around "mothers"</i></b> <b><i>Remove brackets "gender"</i></b>	<b><i>Consistent with ICPD language.</i></b>
<b>107(k)</b>	<b><i>Remove brackets</i></b>	<b><i>Consistent with ICPD</i></b>
<b>108(d)</b>	<b><i>Remove all brackets;</i></b> <b><i>Delete words "were possible" on last line</i></b>	<b><i>Consistent with ICPD</i></b>
<b>109(m)</b>	<b><i>Remove all brackets</i></b>	<b><i>Consistent with ICPD</i></b>
<b>123</b>	<b><i>Remove all brackets</i></b>	<b><i>Consistent with International Conference on Human Rights in Vienna 1993</i></b>
<b>232(f)</b>	<b><i>Remove brackets</i></b>	<b><i>Consistent with ICPD</i></b>

<b>(vi) Counselling and access to services</b>		
<b>Para No.</b>	<b>Decision/Position</b>	<b>Rationale</b>
<b>104</b>	<b>Remove brackets</b>	<b>Consistent with ICPD.</b>
<b>107(c)</b>	<b>Remove all brackets</b>	<b>Consistent with ICPD.</b>
<b>107(h)</b>	<b>First alternative accepted as being the most comprehensive. First line amend to read : "that women are fully <u>examined and informed</u>"</b>	<b>Text rendered more comprehensive.</b>
<b>108(g)</b>	<b>Remove first and second brackets Delete text in last brackets, ie, "taking into consideration .... Rights of the Child".</b>	<b>For consistency with previous decisions on the text.</b>
<b>109</b>	<b>Done under sub-cluster (iii)</b>	
<b>126(f)</b>	<b>Remove brackets</b>	<b>Consistent with ICPD.</b>
<b>209(i)</b>	<b>Remove brackets</b>	<b>Consistent with ICPD.</b>
<b>281(g)</b>	<b>Delete text within first brackets, i.e, "as contained in the report... on Population and Development".  Delete text within last brackets, i.e., "taking into account.... on the Right of the Child" Remove second brackets</b>	<b>For consistency with previous decisions on the text</b>
<b>283(d)</b>	<b>See APP pg.8 Remove first set of brackets, delete "prenatal sex selection" and remove second set of brackets Remove third and fourth set of brackets and delete last set of brackets.</b>	<b>In conformity APP.</b>

<i>(vii) Sexual Education, Information and Sexual behavior, etc.</i>		
<i>Para No.</i>	<i>Decision/Position</i>	<i>Rationale</i>
76	<i>Remove first brackets Delete second brackets, ie. from "taking into account....Rights of the Child".</i>	<i>Consistent with ICPD.</i>
85l	<i>Remove brackets</i>	<i>Consistent with ICPD.</i>
108(a)	<i>Delete "achieve mutual respect in matters concerning" Remove all other brackets</i>	<i>Consistent with ICPD.</i>
108(e)	<i>Delete "taking into account .... Rights of the Child". Remove brackets around "as agreed in the Program of Action ....Population and Development". Delete "as contained in the report of the International..... of Development".</i>	<i>Consistent with ICPD.</i>
109(l)	<i>Delete "recognizing the rights ...Rights of the child" Delete "reliable", Remove brackets around "complete and accurate" Delete "abstinence.... sexual behavior"</i>	<i>Consistent with ICPD</i>
109(n)	<i>Remove brackets around "unprotected" Delete the word "irresponsible"</i>	<i>Consistent with ICPD</i>
109(p)	<i>Remove all brackets</i>	<i>Consistent with ICPD.</i>
110(i)	<i>Remove brackets around "unsafe abortion" and "contraceptive"</i>	<i>Consistent with ICPD.</i>
267	<i>Remove brackets from "the International ..... with their sexuality"; Delete "recognize the rights, duties and responsibilities..."... during the formative years" Remove all other brackets</i>	<i>Consistent with ICPD.</i>
269	<i>Brackets to be removed But delete "premature and irresponsible sexual behavior".</i>	<i>"Premature and irresponsible behavior" is discriminatory because it refers to girls only. Consistent with APP.</i>

<b>(b) Human Rights</b>		
<b>(1) Terminology relating to universal Human Rights of Women, Universally recognized Human Rights, Basic Rights etc...</b>		
<b>Para No.</b>	<b>Decision/Position</b>	<b>Rationale</b>
<b>2</b>	<b>Reformulate as follows: "As an agenda for action, the Platform seeks to promote and protect all human rights and the fundamental freedoms of all women throughout their life cycle."</b>	<b>Terminology relating to Human Rights of Women is recognized</b>
<b>4</b>	<b>The Platform reaffirms the fundamental principle set forth in the Vienna Declaration adopted by the World Conference on Human Rights that the human rights of women and of the girl child are an inalienable, integral and indivisible part of universal human rights, based on the realization of the principle of equality for all people of all ages and from all walks of life.</b>	<b>Terminology relating to Human Rights of Women is recognized.</b>
<b>8</b>	<b>Delete "universally recognized"</b>	<b>Terminology relating to Human Rights of Women is recognized.</b>
<b>11</b>	<b>Delete "the universal nature .... beyond question"</b>	<b>In conformity with APP.</b>
<b>14</b>	<b>Delete "universal"</b>	<b>To be consistent.</b>
<b>33</b>	<b>Delete "universal"</b>	<b>To be consistent.</b>
<b>41</b>	<b>Done under Population and Development</b>	<b>To be consistent.</b>
<b>43</b>	<b>Done under Population and Development</b>	<b>To be consistent.</b>
<b>46</b>	<b>Done under Population and Development.</b>	<b>To be consistent.</b>
<b>71</b>	<b>Remove brackets</b>	<b>To be consistent,</b>
<b>113</b>	<b>Modify text within first bracket to read "all human rights" and delete "Universal" Remove brackets around "all"</b>	<b>Consistent with the Vienna Conference on Human Rights.</b>



125(e)	Delete "consider" , "relevant" , "university" accepted and "norms" Remove all brackets	Internationally accepted language.
132	Delete "Universal" on first line Delete text within Second bracket, i.e. "upholding the principles.... for the advancement of women" Remove third brackets around "without peace there will be no ..... Development" Delete "foreign occupation"; Remove all other brackets in the para.	To discourage abuse of human rights under the guide of sovereignty.
137	Delete "gender-based/through" and insert "and " after violence in line 9 and remove brackets. Delete "gender-based/through" and remove brackets in last line".	Consistent with APP.
147(h)	Remove first brackets Delete "who violate... armed conflict"	Consistent with World Conference on Human Rights.
147(i)	Delete "international"	Consistency with previous texts
149(o)	Delete "international"	Consistency with previous texts
I Strategic Objective	Delete "internationally and nationally recognized" also delete "the enjoyment .....by women" and keep the title at "lack of awareness of and commitment to human rights of women".	To keep in line with the critical areas of concern.
213	Delete "Universal"; Delete "is a requirement ... law" remove brackets around " is essential .... of women"; Remove brackets at beginning and end of para 213.	Consistent with World Conference on Human rights and APA
222	Remove brackets around "gender"  Delete "law" Remove the first and last brackets.	Current language

223	Delete "which did not ..... human rights"; Delete from "universal" up to "including" delete from "as defined" up to "Action" Remove brackets around "Therefore, the unique reproductive ... valued" Delete from "changes in both men's and women ..... and reproductive behavior".	Consistent with ICPD and World Conference on Human Rights.
II. Strategic objective	Remove brackets around "all"; remove brackets around "international"	For emphasis
274(f)	Delete "Universal"	For consistency
300	Delete "Close" Remove brackets around "human rights"	Redundant For emphasis
326	Delete "universal"	
(ii) Violation of human rights of women including rape, Trafficking and Others		
Para No.	Decision/Position	Rationale
44	All brackets to be removed	For correctness of the idea
115	Remove all brackets	Consistent with Vienna Declaration of 1993
131(b)	Remove brackets	To be comprehensive
131(c)	Remove brackets	To be comprehensive
131(d)	Remove brackets	Necessary remedial measures
136	Remove all brackets Delete "gender" and retain "sex"	Consistent with 1993, Vienna Declaration
144(d)	See Africa Position Remove all brackets	Consistent with APP
147(e)	Remove brackets	To protect women's human rights
147(f)	Remove brackets	To protect women's human rights
149(h)	Delete "gender factors for [on]" in line 9 and remove all brackets	To be consistent with APP

180(b)	Remove brackets	Consistent with international labor laws
209(j)	Remove brackets	To be more focused
225	Remove all brackets	G77 Position
277(c)	Remove Brackets.	Africa Position
277(d)	Remove brackets -	Africa Position
(iii) Violence against Women		
Para No.	Decision/Position	Rationale
125(s)	Remove brackets and retain text as is.	
128	Remove brackets- Vienna Declaration	
231	Remove brackets on alternative version	It is more comprehensive.
231(h)	Delete "the united Nations, the United Nations High Commissioner..... Rights" Remove all other brackets.	
(iv) International instruments		
Para No.	Decision/Position	Rationale
122	Remove all brackets	
125(f)	Delete "the norms contained in"	
130(a)	Remove brackets	
133	Remove brackets	
214	Remove brackets	
230(c)	Remove brackets Delete "coincides" Change "withdrawing" to "withdraw"	
230(d)	Delete "d"	It contradicts 230 "c"
230(h)	Remove brackets	
230(k)	Remove brackets	Has already been redrafted by the committee.

230(l)	<i>Delete "considers" Remove first brackets Delete "a communication" Delete "as soon as possible"</i>	
230(n)	<i>Remove all brackets Delete "a communication" Delete "as soon as possible"</i>	
230(o)	<i>Remove brackets</i>	
233(d)	<i>Remove brackets</i>	
245(c)	<i>Remove first brackets Delete "the rights of women as provided .... rights instruments"</i>	
259	<i>As it is.</i>	
278(b)	<i>As it is.</i>	
281(i)	<i>Remove brackets according to rights of child</i>	
<b>(v) Economic Rights and the right to development</b>		
<b>Para No.</b>	<b>Decision/Position</b>	<b>Rationale</b>
63(b)	<i>Remove brackets</i>	
167(e)	<i>Delete "equitable rights" and remove brackets".</i>	
232(j)	<i>Remove brackets</i>	
256(g)	<i>Remove brackets</i>	
274(d)	<i>Remove brackets on first option and delete second option.</i>	
<b>L. Strategic objective</b>	<i>Remove brackets on first alternative and delete second alternative Delete "survival protection and development of"</i>	

**CIVIL SOCIETY**

<b>126(J)</b>	<b><i>Remove brackets</i></b>	<b><i>Ideas very important</i></b>
<b>130(d)</b>	<b><i>Remove brackets</i></b>	<b><i>Reflects reality</i></b>
<b>239(h)</b>	<b><i>Remove brackets</i></b>	<b><i>To broaden the idea in text</i></b>
<b>241(d)</b>	<b><i>Delete first text in bracket Remove all other brackets</i></b>	<b><i>To strengthen the text</i></b>
<b>241(a)</b>	<b><i>Delete first text in brackets, i.e., "appropriate regulatory mechanisms" Remove all other brackets</i></b>	<b><i>To render text more appropriate</i></b>
<b>244(b)</b>	<b><i>Remove brackets</i></b>	<b><i>To broaden role of media to include women's issues</i></b>
<b>27</b>	<b><i>Remove brackets</i></b>	<b><i>To create awareness of reality</i></b>
<b>228</b>	<b><i>Remove brackets</i></b>	<b><i>To reflect reality</i></b>
<b>295</b>	<b><i>Remove brackets</i></b>	<b><i>As a matter of principle, the new language should be mainstreamed.</i></b>
<b>298</b>	<b><i>Remove brackets</i></b>	<b><i>As a matter of principle, new language that should be mainstreamed.</i></b>
<b>351</b>	<b><i>Remove brackets</i></b>	<b><i>As a matter of principle, new language that should be mainstreamed.</i></b>
<b>179</b>	<b><i>Remove all brackets and add "and" before "the private sector"</i></b>	<b><i>To be comprehensive.</i></b>

**STATEMENT BY NON-GOVERNMENTAL ORGANIZATIONS**

**UNECA Regional Forum of Women Leaders**  
**in preparation for the fourth World Conference on Women**

**Addis Ababa, Ethiopia**

**24 - 28 July 1995**

*Women leaders and a few men representing African countries have met here in Addis Ababa for 5 days to review the draft Global Platform for Action (GPA) by amending the text and developing rationale for the bracketed sections where consensus was not achieved in New York at the Third PrepCom held in March 1995.*

*The general conclusion of the present draft GPA is that the past 10 years have not seen any pattern of global progress in narrowing gender gaps. The number of women living in poverty has increased disproportionately to the number of men, particularly in developing countries. The proportion of women at the political and decision-making levels is still very low, for example women in national assemblies remain at a global average of 10 per cent and in some countries this percentage had decreased over the past decade. Hence, most of the Nairobi Forward-looking Strategies (NFLS) for the Advancement of women have not been achieved.*

*The fourth World Conference on Women comes at a time when Women's Leadership is urgently needed in the face of challenges to our collective survival. Over the past decade, women have demonstrated that gender is central to all contemporary and cross-cutting debates on global issues: development, human rights, democracy, population, peace and the environment. They have shown that the empowerment and equal participation of women in decision-making are necessary to the advancement of solutions to the world's crises. **MANY PROMISES TO THE WORLD'S WOMEN HAVE BEEN MADE AT PREVIOUS UN CONFERENCES, MANY HAVE REMAINED UNFULFILLED.***

*The success of the Agenda for Equality, to be adopted in Beijing rests therefore not on words, but on RESOURCES, IMPLEMENTATION, ENFORCEMENT, MAINSTREAMING AND ACCOUNTABILITY. At the close of this Regional Forum of Women Leaders we should have strategized to:*

- a) Ensure that the Platform sets out clear commitments for Governments and international agencies, for specific actions, including affirmative actions, to close gender disparities, provide gender equality and access to resources and end all practices of gender discrimination.*
- b) Ensure that the GPA identifies APPROPRIATE INSTITUTIONAL MACHINERY for implementing the agreed actions and establishes adequate United Nations machinery to encourage the monitoring and evaluation progress on global implementation.*

*Finally, the fourth World Conference on Women is expected to be a "Conference of Commitments" and not just words and Governments are urged to "take the brackets off women's lives" and make good the commitments and turn the principles into practice.*

*As we make final preparations for Africa's participation in Beijing, we must aim to achieve QUALITY representation and QUALITY participation.*

*We, the Non-Governmental Organizations in the region represented at this historic Forum, having been given the opportunity to participate fully as partners in development and in strategizing for Africa's effective participation in Beijing, call upon our Governments to ensure that:*

- 1. Reaffirmation and implementation of the call by the Executive Secretary of the Economic Commission for Africa, in his statement to the opening ceremony of this Forum; for Africa to ensure effective participation in Beijing, stating:*
  - (a) That the composition of our delegations to Beijing is going to be critical in terms of the effectiveness of our participation;*

- (b) *That to push the interests of Africa into focus, it is crucial that delegations comprise people who have been involved all along;*
  - (c) *That in selecting delegates, productivity and tangible results be the overriding guide.*
2. *African states reaffirm, through a common declaration in Beijing, their full support to the gains of the following previous conferences namely:*
    - (a) *The World Conference on Human Rights, Vienna 1993;*
    - (b) *The International Conference on Population and Development, Cairo 1994;*
    - (c) *The World Summit for Social Development, Copenhagen 1995;*
  3. *The incorporation of non-governmental delegates into the governmental delegations as equal partners in development will be realized by each country in the region.*
  4. *Women and girls in Africa be freed from retrogressive cultural and religious conservatism, that relegate women to "traditional roles" in a changing world.*
  5. *The Beijing Conference will provide a forum for the African women to express their own ideas and be involved in a positive manner to demystify the negative image accorded to African women.*
  6. *The promotion of civil society in order to enhance effective women's organizations, and others that support the advancement of the status of women; towards ensuring power sharing and accountability to the women of Africa is effected.*

28 JULY 1995



**REGIONAL FORUM FOR WOMEN LEADERS  
FOR THE FOURTH WORLD CONFERENCE**

**Addis Ababa, Ethiopia**

**24 - 28 July 1995**

**LIST OF PARTICIPANTS/LISTE DES PARTICIPANTS**

**A. ECA MEMBER STATES**

**1. ALGERIA**

**Ms Selmane Fatiha née BOUAMRANE**  
Sous-Directeur  
Ministère des Affaires étrangères  
Alger  
Tel.: 60 32 94

**2. ANGOLA**

**Ms Maria Isabel RESENDE**  
Embassy of Angola in Ethiopia  
P. O. Box 2962  
Addis Ababa  
Tel.: 51 00 85/51 81 14

**3. BOTSWANA**

**Dr Kgomoiso MOGLIE-NTSATSI**  
University of Botswana  
Department of Adult Education  
P. B. 0022  
Gaborone  
Tel: 35 75 49 (11)/35 11 51 (2057)

**4. BURKINA FASO**

**Mme Mariam LAMIZANA**  
Conseiller Technique  
chargé du secteur femmes  
Ministère de l'Action Sociale  
et de la famille  
01 B. P. 515  
Ouagadougou 01  
Tel.: (B) 30 79 15/ (D) 304708  
Fax: (226) 31 67 37

**5. BURUNDI**

**Ms Marcienne MUJAWAHA**  
Minister of Human Rights,  
Social Affairs and Promotion of Women  
B. P. 2690  
Bujumbura  
Tel: 22 40 09  
Fax: 22 61 02

**6. CAMEROON**

**S. E. Mme Aissatou YAOU**  
Ministre des Affaires Sociales  
et de la Condition Féminine  
Ministère des Affaires Sociales  
et de la Condition Féminine  
B. P. 867  
Yaoundé  
Tel.: (237) 23 25 50  
Fax: (237) 23 25 50

**Ms Ngo Basse EMILIENNE**  
*Ministère des Affaires Sociales  
 et de la Condition Féminine*  
 B. P. 867  
 Yaoundé  
 Fax: (237) 233 185

**Mme Yvonne Njock NJE**  
*Directrice*  
*Ministère des Affaires Sociales  
 et de la Condition Féminine*  
 B. P. 867  
 Yaoundé  
 Tel.: 237 23 18 80 409  
 Fax: 237 233 185

**Mrs Julienne TSANGUEU-SEPPOU**  
*Chief*  
*Women Organization Section*  
*Ministry of Women Affairs*  
 Yaounde  
 Tel.: (237) 23 25 50  
 Fax: (237) 23 25 50

**Mme Claire NYANGANG**  
*Chargé de Mission à la Présidence  
 de la République*  
*Ambassade du Cameroun en Ethiopie*  
 B. P. 1026  
 Addis-Abeba

**Dr Joseph ESSOMBE-EDIMO**  
*First Secretary*  
*Embassy of Cameroon in Ethiopia*  
 P. O. Box 1026  
 Addis Ababa

## 7. CONGO

**Ms Marianne SIANARD**  
*Conseiller à la Promotion de la Femme  
 au Ministère de l'Intégration de  
 la Femme au Développement (MIFD)*  
 Brazzaville  
 Tel.: 83 79 19

**Ms Albertine Bouala TSOUNDA**  
*Attaché de Cabinet chargé de l'Intégration*  
*Ministère de l'Economie et  
 des finances chargé du plan*  
 B. P. 64  
 Brazzaville  
 Tel.: 83 44 78/83 56 69

## 8. EGYPT

**Mr E. Eldim FAHMY**  
*First Secretary*  
*Embassy of Egypt in Ethiopia*  
 P. O. Box 1611  
 Addis Ababa  
 Tel.: 55 30 77

## 9. ERITREA

**Ms Almaz Lijam**  
*National Union of Eritrean Women*  
 P. O. Box 239  
 Asmara  
 Tel.: 11 51 72/11 95 14  
 Fax: 12 06 28

## 10. EQUATORIAL GUINEA

**Ms Nchama Ateno JACINTA**  
*Administrative Attaché*  
*Embassy of Equatorial Guinea in Ethiopia*  
 P. O. Box 246  
 Addis Ababa  
 Tel.: 61 00 34

## 11. ETHIOPIA

### **Wlro Tadelech Haile-Mikael**

Head, Women's Affairs  
Prime Minister's Office  
P. O. Box 1031  
Addis Ababa  
Tel.: 55 20 44 (11 81 77)  
Tlx.: 21050  
Fax: 55 20 30

### **Ms Kebkabe Tafesse**

Prime Minister's Office  
P. O. Box 1031  
Addis Ababa  
Tel.: 11 41 38  
Tlx.: 21050  
Fax: 55 20 30

### **Ms Hanna Abate**

Prime Minister's Office  
P. O. Box 1031  
Addis Ababa  
Tel.: 51 73 45  
Tlx.: 21050  
Fax: 55 20 30

### **Ms Meteki Georges**

Head, Women's Affairs  
Ministry of Labour and Social Affairs  
P. O. Box 2056  
Addis Ababa  
Tel.: 15 61 71

### **Ms Lakech Haile**

Head, Women's Affairs Department  
Ministry of Natural Resources Development  
and Environmental Protection  
P. O. Box 1034  
Addis Ababa  
Tel.: 51 00 68/51 04 55 Ext. 1105 or 1108

### **Ms Atnafu Kesela**

Head, Women's Affairs  
Ministry of Industry  
Addis Ababa  
Tel.: 15 06 27

### **Ms Tiruedil Tesfaw**

Assistant Expert  
Ministry of Industry  
Addis Ababa  
Tel.: 15 32 57

### **Ms Bogalech Alemu**

Head, Womens' Affairs  
Ministry of Agriculture  
Addis Ababa

### **Ms Aster Zewdie**

Ministry of Culture and Sports Affairs  
P. O. Box 1907  
Addis Ababa  
Tel.: 44 40 56/51 70 20 Ext.

### **Ms Negest Shimelis**

Legal Expert  
Ministry of Legal  
P. O. Box 1370  
Addis Ababa  
Tel.: 15 23 29

### **Ms Tekabech Assefa**

Head, Women Affairs Department  
Ministry of Information  
P. O. Box 1364  
Addis Ababa  
Tel.: 12 58 97

**Ms Rahel Kumela**  
 Ministry of Foreign Affairs  
 Addis Ababa

**Ms Yelfign Worku**  
 Head of Womens Affairs Department  
 Ministry of Education  
 P. O. Box 1367  
 Addis Ababa  
 Tel.: 11 16 39

**Ms Tsegaye Tsehay**  
 HSSP Division Head  
 Development Bank of Ethiopia  
 P. O. Box 7041  
 Addis Ababa

**Ms Genet Mengistu**  
 Head of Women and Youth Affairs Department  
 National Office of Population  
 P. O. Box 30824  
 Addis Ababa  
 Tel.: 12 92 13

**W/o Aynaddis Fettene**  
 Head, Women's Affairs Department  
 Public Service Commission  
 P. O. Box 3240  
 Addis Ababa  
 Tel.: 11 90 87/55 34 88 Ext. 263

**W/o Almaz Zeleke**  
 Expert  
 Women's Affairs Department of the Commission  
 Public Service Commission  
 P. O. Box 3240  
 Addis Ababa  
 Tel.: 55 34 88

**W/t Fetlework Abebe**  
 Expert  
 Region 14 Women's Affairs Bureau  
 Addis Ababa  
 Tel.: 12 46 36

## 12. DJIBOUTI

**Mme Youssouf KADIDJA DJAMA**  
 Responsable de la Commission  
 de l'alphabétisation  
 Union Nationale des Femmes  
 de Djibouti (UNFD)  
 B. P. 127  
 Djibouti

## 13. GAMBIA

**Mr Hassan SALLAH**  
 IEC Coordinator  
 The Women's Bureau  
 14/15 Marina Parade  
 Ministry of Health, Social  
 Welfare and Women's Affairs  
 Banjul  
 Fax: (220) 229846/226739

## 14. GUINEE

**S. E. Mme Yvonne CONDE**  
 Ministre  
 Ministère de la Promotion Féminine  
 et de l'Enfance  
 Chef de Délégation  
 Conakry

**Mme Kadiatou Lamarana DIALLO**  
*Directrice Nationale  
 de la Promotion Féminine  
 Ministère de la Promotion Féminine  
 et de l'Enfance  
 Conakry  
 Tel.: (224) 41 46 60  
 Fax: (224) 41 46 60*

**Mme Aissatou Lamarana DIALLO**  
*Ministère de la Promotion Féminine  
 et de l'Enfance  
 Conakry*

**M. Hervé BANGOURA**  
*Attaché d'Ambassade  
 Ambassade de Guinée en Ethiopie  
 B. P. 1190  
 Addis-Abeba  
 Tel.: 651308/552311*

#### **15. KENYA**

**Mrs Grace OGOT**  
*Executive Chairperson  
 National Coordinating Committee and  
 Leader of delegation  
 Ministry of Culture and Social Services  
 P. O. Box 30276  
 Nairobi  
 Tel.: 254-2-241086  
 Fax: 254-2-337173*

**Mrs Janet Okwisa AMBUKA**  
*Head of Women's Bureau  
 Ministry of Culture and Social Services  
 P. O. Box 30276  
 Nairobi  
 Tel.: 254-2-241086/610033  
 Fax: 254-2-337173*

**Mrs Mary KIPTANUI**  
*Educationalist and member of  
 the Steering Committee of the  
 National Coordinating Committee  
 Ministry of Culture and Social Services  
 P. O. Box 30276  
 Nairobi  
 Tel.: 254-2-241086  
 Fax: 254-2-333791*

**Ms Fauziya MOHAMED**  
*Second Secretary  
 Embassy of Kenya in Ethiopia  
 P. O. Box 3301  
 Addis Ababa  
 Tel.: 61 00 33*

#### **16. LIBERIA**

**Mrs Ruth CAESAR**  
*Coordination  
 Women and Children Coordination Unit  
 Ministry of Planning and  
 Economic Affairs  
 P. O. Box 9016  
 Monrovia*

**Ms Evelyn D. TOWNSEND**  
*President  
 National Federation of Liberian  
 Women Organizations (NFLWO)  
 Mamba Point, 152 UN Drive  
 Monrovia*

#### **17. MALAWI**

**H. E. Mrs S. A. KALINDE**  
*Ambassador  
 Embassy of Malawi in Ethiopia  
 Addis Ababa  
 Tel.: 71 24 40*

**Dr Vera M. CHIRWA***Chairperson**National Commission on Women in Development**P. O. Box 1182**Blantyre**Tel.: 63 60 07 (O)/63 41 39 (R)***Mr R. M. K. BANDA***First Secretary**Embassy of Malawi in Ethiopia**Addis Ababa**Tel.: 71 24 40***Mr D. R. EZALA***First Secretary**Embassy of Malawi in Ethiopia**Addis Ababa**Tel.: 71 24 40***18. MADAGASCAR****M. Jean David Auguste RAVELOSON***Premier Conseiller d'Ambassade**Ambassade de Madagascar en Ethiopie**B. P. 60004**Addis-Abeba**Tel.: 61 25 55**Fax: 61 01 27***Ms Hanitia RATSIRAHONANA***Chercheur en économie de développement**70, Avenue d'IVRY - 75013**Paris, France***19. MALI****Mme Soumaré Hadja Assa DIALLO***Présidente, CADEF**Administration de Santé Publique**B. P. 2653**Badala Sema Rue 98 Porte 259**Bamako**Tel.: 223-22 56 38**Fax: 223-227504***M. Mamadou TRAORE***Chargé de Mission**Commissariat à la Promotion des Femmes**B. P. 2688**Bamako**Tel.: 223 22 74 42**Fax: 223 22 75 04***20. MOZAMBIQUE****Ms Estel DE SANTOS***Attaché of the Embassy**Embassy of Mozambique in Ethiopia**Addis Ababa**Tel.: 71 00 20***Ms Karla MUCAVI***Second Secretary**Embassy of Mozambique in Ethiopia**Addis Ababa**Tel.: 71 00 20***21. NAMIBIA****H. E. Mr Hinyangerwa P. ASHEEKE***Ambassador**Embassy of Namibia in Ethiopia**P. O. Box 1443**Addis Ababa**Tel.: 61 19 66*

**Ms Lavinia SHIKONGO**

*National Coordinator for the  
National Preparatory Committee  
Department of Women's Affairs  
P. O. Box 57  
Office of the President  
Government Department  
Goring street  
Windhoek  
Tel.: 264-61 2892115  
Fax: 264-61 223545*

**Ms Eva NEELS**

*Deputy Director  
Department of Women's Affairs  
Office of the President  
Government Department  
Goring street  
P. B. 13339  
Windhoek*

**Mr Theodore HESS**

*Minister Counsellor  
Embassy of Namibia in Ethiopia  
P. O. Box 1443  
Addis Ababa  
Tel.: 61 19 66*

**Mr Linus S. MUKASA**

*First Secretary  
Embassy of Namibia in Ethiopia  
P. O. Box 1443  
Addis Ababa  
Tel.: 61 19 66*

**22. NIGER****Mrs Mariama KOTONDI**

*Counsellor  
Embassy of Niger in Ethiopia  
P. O. Box 5791  
Addis Ababa  
Tel.: 65 13 05*

**Mr A. Ibrahim ABANI**

*First Secretary  
Embassy of Niger in Ethiopia  
P. O. Box 5791  
Addis Ababa  
Tel.: 65 13 05*

**23. NIGERIA****Mrs Hannatu Adamu FIKA**

*Director, Women in Development  
Ministry of Women and Social Welfare  
PMB 229  
Abuja  
Tel.: 09 - 23 40 266  
Fax: 09 - 52 33 644*

**Dr Timiebi AGARY**

*Deputy Director  
Federal Ministry of Science and Technology  
P. M. B. 12793  
9 Kofo Abayomi Street  
Victoria Island  
Lagos*

**Mr C. R. CHUTA**

*Director, Planning Research and Statistics  
Ministry of Women Affairs  
and Social Development  
Abuja  
Fax: 09 - 52 33 644*

**Ms Rahmatu AHMED**  
Counsellor  
Ministry for Foreign Affairs  
Abuja

**Mr M. S. A. SUFI**  
Special Advisor  
The Presidency  
State House  
Abuja  
Tel.: 09 - 23 44 098

#### 24. RWANDA

**Mr Vincent NTAMBABAZI**  
Deuxième Conseiller d'Ambassade  
Ambassade du Rwanda en Ethiopie  
B. P. 5618  
Addis-Abeba  
Tel.: 61 03 00

#### 25. SENEGAL

**S. E. Mme Aminata Mbengue NDIAYE**  
Ministre de la Femme, de l'Enfant  
et de la Famille  
Ministère de la Femme, de l'Enfant  
et de la Famille  
3, Rue Béranger-Ferraud  
Dakar  
Tel.: 221-238275  
Fax: 221-236673

**Mme Astou Diop DIAGNE**  
Conseiller Technique  
Ministère de la Femme,  
de l'Enfant et de la Famille  
3, Rue Béranger-Ferraud  
Dakar  
Tel.: (221) 23 89 85

**Mme Codou BOP**  
Coordonnatrice de Programmes  
«Santé Reproductive»  
Population Council  
B. P. 21027  
Dakar Ponty

**Mme Khardiata Lô N'DIAYE**  
Directrice  
Projet Promotion du Statut de la Femme  
Présidente du Comité Scientifique  
"Femmes et développement"  
Ministère de la Femme, de l'Enfant et de la  
Famille  
B. P. 634  
Dakar  
Tel.: (221) 22 31 09  
Fax: (221) 22 29 92

**S. E. M. Papa Louis FALL**  
Ambassadeur  
Ambassade du Sénégal en Ethiopie  
B. P. 2581  
Addis-Abeba  
Tel.: 61 13 76

**Mr Abdousalam DIALLO**  
Conseiller  
Ambassade de Sénégal en Ethiopie  
B. P. 2581  
Addis-Abeba  
Tel.: 61 13 76

**Mr Mbaye NDAO**  
Secrétaire d'Ambassade  
Ambassade du Sénégal en Ethiopie  
B. P. 2581  
Addis-Abeba  
Tel.: 61 13 76



**26. SIERRA LEONE**

**H. E. Mr Malcolm COLE**  
*Ambassador*  
*Embassy of Sierra Leone in Ethiopia*  
*P. O. Box 5619*  
*Addis Ababa*  
*Tel.: 71 00 33*

**Mrs Nasaratha Bakie REMOE-DOHERTY**  
*Second Secretary*  
*Embassy of Sierra Leone in Ethiopia*  
*P. O. Box 5619*  
*Addis Ababa*  
*Tel.: 71 00 33*  
*Fax: 0251 17 11 19*

**27. SOMALIA**

**Ms Zahra NUR**  
*Member*  
*Coordinating Committee for Beijing*  
*Mogadiscio*  
*Tel.: 61 14 521*

**28. SOUTH AFRICA**

**Ms Geraldine J. FRASER-MOLEKETI**  
*Deputy Minister of Welfare and Population*  
*Department of Welfare and Population*  
*P. B. X733*  
*Pretoria 0001*  
*Tel.: 021 - 451277/57*  
*Fax: 27 11 323 3734/331 6614 (UNDP)*  
*(021) 45 6439/45 1277*

**Ms Ntsatsaile Florence MALEKA**  
*Chief, Community Liaison Officer*  
*P. B. X 901*  
*Pretoria*  
*Tel.: 012 312 7677/3127784*  
*Fax: 012 323 734*

**29. SUDAN**

**Ms Maryam Sir Elkhatim OSMAN**  
*State Minister*  
*Ministry of Social Planning*  
*P. O. Box 1658*  
*Khartoum*  
*Tel.: 77 27 80*  
*Fax: 77 99 77*

**Ms Hayat M. OSMAN**  
*Deputy Director of State Protocol*  
*Presidential Office*  
*P. O. Box 281*  
*Khartoum*  
*Tel.: 77 86 50*  
*Fax: 78 11 05*

**30. TANZANIA**

**H. E. Ms Dorah N. J. MBEZI**  
*Ministry of Foreign Affairs and*  
*International Cooperation*  
*P. O. Box 9000*  
*Dar-es-Salaam*  
*Tel.: (255-51) 25346/22009*  
*Fax: (255-51) 46 748*

**Ms Mwanahamis SOUD**  
*Deputy Principal Secretary*  
*Ministry of State for Women*  
*and Children Affairs*  
*P. O. Box 884*  
*Zanzibar*  
*Tel.: 255-54 30808*  
*Fax: 255-54 30807*

**H. E. Mr C. C. LIUNDI**  
*Ambassador*  
*Embassy of Tanzania in Ethiopia*  
*P. O. Box 1077*  
*Addis Ababa*  
*Tel.: 51 81 55*  
*Fax: 51 73 58*

**Mrs Zuhura BUNDALA***Counsellor**Embassy of Tanzania in Ethiopia**P. O. Box 1077**Addis Ababa**Tel.: 51 81 55**Fax: 51 73 58***Mr Francis MWAIPAJA***Second Secretary**Embassy of Tanzania in Ethiopia**P. O. Box 1077**Addis Ababa**Tel.: 51 81 55**Fax: 51 73 58***31. TCHAD****Mme Mariam TITIMBAYE***Directrice Générale**Ministère des Affaires Sociales  
et de la Condition Féminine**B. P. 80**N'Djamena**Tel.: 51 29 52 ou 51 44 49***32. TUNISIA****Mrs Samira CHAKER KRIA***Directeur général**Ministère Femme et Famille**17 Rue de Beyrouth**1002 Tunis**Tel.: 216-1 78 34 97**Fax: 216-1 78 61 81***Mr Ezzeddine ZAYANI***Premier Conseiller**Ambassade de Tunisie en Ethiopie**B. P. 100069**Addis-Abeba***33. UGANDA****Ms Christine GUWATUDDE***Commissioner for Gender**Ministry of Gender and**Community Development**P. O. Box 7136**Kampala**Tel.: 256-41 25 14 01**Fax: C/o 256-41 22 07 80***Mr Geoffrey KABUSHENGA***Counsellor**Embassy of Uganda in Ethiopia**P. O. Box 5644**Addis Ababa**Tel.: 51 31 14***34. ZAMBIA****Ms Sara LONGWE***Vice-Chairperson**African Women's Development and  
Communication Network (FEMNET)**P. O. Box 37090**Lusaka***Dr Auxilia Bupe PONGA***Director**Women in Development Department**National Commission for Development  
Planning**P. O. Box 50268**Lusaka**Tel.: (260-1) 25 18 58**Fax: (260-1) 25 18 58***Ms Sheila Zulu SHANKAYA***Director**Ministry of Foreign Affairs**P. O. Box 50069**Lusaka**Tel.: 250026*

**35. ZIMBABWE**

***Mrs Tendai Ruth BARE***  
*Senior Permanent Secretary*  
*Ministry of National Affairs*  
*Employment Creation and*  
*Co-operatives*  
*P. B. 7762*  
*Causeway*  
*Tel.: 263-4 73 46 91*  
*Fax: 263-4 75 32 84*

***Ms Mosline HOVE***  
*Under-Secretary*  
*Women in Development*  
*Ministry of National Affairs*  
*Employment Creation and*  
*Co-operatives*  
*P. B. 7762*  
*Causeway*  
*Harare*  
*Tel.: 263-4 73 46 91*  
*Fax: 263-4 75 32 84*

***Ms Roda Tafadzwa NGARANDE***  
*First Secretary*  
*Embassy of Zimbabwe in Ethiopia*  
*P. O. Box 5624*  
*Addis Ababa*  
*Tel.: 61 38 77*

**B. UN AGENCIES****1. INTERNATIONAL LABOUR ORGANIZATION (ILO)**

**Ms Alice OUEDRAOGO**  
*Senior Specialist on Women  
and Gender Issues*  
*Boulevard Lagunaire*  
*01 B. P. 3960*  
*Abidjan 01*  
*Côte d'Ivoire*  
*Tel.: 21 26 39/21 23 57*  
*Fax: 21 28 80/22 13 14*

**Ms Sinanzeni CHUMA-MKANDAWIRE**  
*Senior Small Enterprise and  
Management Development Specialist*  
*ILO/EAMAT (Gender Focal Point)*  
*P. O. Box 2532*  
*Addis Ababa*  
*Tel.: 251-1-51 73 20/51 16 96*

**Ms F. Paulette ONGLA**  
*Associate Expert WID and gender issues*  
*ILO/EAMAT*  
*P. O. Box 2532*  
*Addis Ababa*  
*Tel.: 251-1-51 73 20 Ext. 241*

**2. ORGANIZATION OF AFRICAN UNITY (OAU)**

**Ms Hirut Befecadu**  
*Chief, Women's Unit*  
*P. O. Box 3243*  
*Addis Ababa*  
*Fax: 251-1-51 78 44*

**Ms Yetunde TERIBA**  
*Women's Affairs Officer*  
*P. O. Box 3243*  
*Addis Ababa*  
*Tel.: 51 77 00 Ext. 299*

### **3. UNITED NATIONS ENVIRONMENT PROGRAMME (UNEP)**

**Mrs Mariam OUATTARA**  
*Programme Officer*  
*Regional Office for Africa*  
*P. O. Box 30552*  
*Nairobi*  
*Kenya*  
*Tel.: (254-2) 624281*  
*Tlx.: 22068 UNEP KE*  
*Fax: (254-2) 521933*

### **4. UNITED NATIONS EDUCATIONAL SCIENTIFIC AND CULTURAL ORGANIZATION (UNESCO)**

**Ms Mavis AMONOO**  
*UNESCO*  
*Addis Ababa*

### **5. UNITED NATIONS POPULATION FUND (UNFPA)**

**Dr R. Fernandez CASTILLA**  
*Country Director*  
*P. O. Box 5580*  
*Addis Ababa*  
*Tel.: 251-1-51 19 80*  
*Tlx.: 21596 UNDP ET*  
*Fax: 251-1-515311*

**Dr Mariam K. WERE**  
*Team Leader, CST*  
*P. O. Box 8714*  
*Addis Ababa*  
*Tel.: 251-1-51 31 34*  
*Tlx.: 21596 UNDP ET*  
*Fax: 251-1-515311*

**Ms Juliana MUNZU***Programme Officer**B. P. 836**Yaounde, Cameroon**Tel.: 23 08 95***Ms Amina M. ISLAM***International Programme Officer**P. O. Box 5580**Addis Ababa**Tel.: 251-1-51 71 56**Fax: 251-1-515311***Ms Luka T. MONOJA***RH Adviser**UNFPA/CST**P. O. Box 8714**Addis Ababa**Tel.: 251-1-51 12 88***Ms Mere KISEKKA***UNFPA/CST**P. O. Box 8714**Addis Ababa***6. UNITED NATIONS HIGH COMMISSIONER FOR REFUGEES (UNHCR)****Ms Wies van BEMMEL***Regional Liaison Office for Africa**P. O. Box 1076**Addis Ababa**Tel.: 612822**Tlx.: 21431**Fax: 611666***7. UNITED NATIONS CHILDRENS FUND (UNICEF)****Ms Zewdie Abegaz***Programme Officer**Gender and Development**P. O. Box 1169**Addis Ababa**Tel.: 51 51 55*

**Ms Fatima BAHRI**  
*OAU/ECA Liaison Officer*  
*P. O. Box 1169*  
*Addis Ababa*  
*Tel.: 251-1-51 51 55 Ext. 239*

**8. UNITED NATIONS DEVELOPMENT FUND FOR WOMEN (UNIFEM)**

**Ms Felicia EKEJIUBA**  
*Regional Adviser*  
*25 Lugard Ar Ikoyi*  
*Lagos*  
*Nigeria*  
*Tel.: 2692006*  
*Fax: 2690885*

**9. UNITED NATIONS INDUSTRIAL DEVELOPMENT ORGANIZATION (UNIDO)**

**Ms Filomena Chioma STEADY**  
*Special Advisor on the*  
*Preparations of the Beijing Conference*  
*P. O. Box 300*  
*A-1400 Vienna*  
*Austria*  
*Fax: + 43 1 2097832*

**10. WORLD BANK**

**Ms Nolita PONTANILLA**  
*External Affairs Analyst*  
*10597 Bermuda Gr. Ct.*  
*Alexandria, VA.*  
*USA*

**Ms A. Sena GABIANU**  
*Liaison OAU/ECA*  
*P. O. Box 5515*  
*Addis Ababa*  
*Tel.: 51 42 00*

### C. NON-GOVERNMENTAL ORGANIZATIONS/INSTITUTIONS

**Ms Njoki WAINAINA**

*Chairperson*

*African Women's Development and  
Communication Network (FEMNET)*

*Raja & Sons Building Westlands*

*P. O. Box 54562*

*Nairobi*

*Tel.: 254-2-44 02 99*

*Tlx.: 23137*

*Fax: 254-2-74 29 27*

**Ms Safiatu SINGHATEH**

*Coordinator African NGO*

*African Women's Development and  
Communication Network (FEMNET)*

*Raja & Sons Building Westlands*

*P. O. Box 54562*

*Nairobi*

*Tel.: 254-2-44 02 99*

*Tlx.: 23137*

*Fax: 254-2-74 29 27*

**Ms Eddah GACHUKIA**

*Executive Director*

*Forum for African Women Educationalists (FAWE)*

*P. O. Box 53168*

*Nairobi*

**Ms Elizabeth KHARONO**

*Sub-Regional Coordinator*

*RFFI for East Africa/SNV Uganda*

*Plot 36, Luthuli Rise, Bugolobi*

*P. O. Box 8339*

*Kampala*

*Tel.: 256-41 220582/220584*

*Fax: 256-41 220780*

**Mr Yassine FALL**

*Association of African Women*

*for Research and Development (AAWORD)*

*Avenue Cheikh Anta Diop X Canal 4*

*B. P. 3304*

*Dakar*

*Senegal*

*Tel.: (221) 25 98 14*

*Fax: (221) 25 98 24*

*or*

*P. O. Box 62084*

*Nairobi, Kenya*

*Tel.: (254-2) 44 34 82*

**Ms Rose KIGGUNDU**

*Assistant General Manager*

*Uganda Women's Finance*

*and Credit Trust*

*CEEWA - Focal Point*

*P. O. Box 6972*

*Kampala*

*Tel.: 256-41 25 51 46*

*Fax: 256-41 22 07 80*

**Ms Amanda B. Adesida PETERSON**

*Founder/President*

*Documentation, Promotion and*

*Stabilization of the African Magazine*

*Industry*

*African Centre for Magazine Publishing (ACMP)*

*Information Services Unit, Rm. 223A*

*UNECA*

*P. O. Box 3001*

*Addis Ababa, Ethiopia*



**Ms Almaz Eshete**  
Associate Professor/RFFI/EA  
Addis Ababa University  
P. O. Box 1176/7197  
Addis Ababa, Ethiopia  
Tel.: 251-1-153838  
Fax: 251-1-550911

**Ms Haregewoin Cherinet**  
Coordinator, CERTWID  
Addis Ababa University  
Addis Ababa, Ethiopia

**Ms Yeshimebet Tessema**  
Deputy-Secretary-General  
African Federation of Women Entrepreneurs  
(AFWE)  
P. O. Box 300  
Addis Ababa, Ethiopia

**Mme Aïssata KANE**  
Présidente et Consultante  
Femme et Développement  
Association Internationale de Femmes  
Francophones (AIFF)  
P. O. Box 71  
Nouakchott, Mauritanie  
Tel.: 222-2-510-80  
Fax: 222-2-518-31

**Ms Genet Pantaleo**  
Manager  
Christian Children's Fund  
P. O. Box 5545  
Addis Ababa, Ethiopia  
Tel.: 61 28 65

**Ms Adèle CONGO-KABORE**  
Directrice, Femmes et Développement  
Roix Rouge Burkinabe  
01 B. P. 8 Ouagadougou, Burkina Faso

**Ms Beth MUGO**  
President, CEEWA  
Council for Economic Empowerment  
of Women in Africa (CEEWA)  
P. O. Box 42542  
Nairobi, Kenya

**Mrs Eno IRUKWU**  
Media Consultant  
EMICOM  
234 Amure Okunola Street  
Victoria Island, Lagos  
Nigeria

**Ms Kelly Yohannes**  
Executive Director  
Hope for Women  
P. O. Box 1509  
Addis Ababa, Ethiopia  
Tel.: 51 84 00 Ext. 351

**Ms Lebesech Tsega**  
Horn of Africa  
P. O. Box 30011  
Addis Ababa, Ethiopia  
Fax: 251-1-65 40 88

**Ms Amina ABDEL RAHMAN HASSAN**  
Executive Secretary  
Inter African Committee (IAC)  
IAC/SNCTP  
P. O. Box 10418  
Khartoum, Sudan

**Ms Jane KWAU**  
 Senior Programme Officer  
 IPPF Africa Region  
 P. O. Box 30234  
 Nairobi, Kenya

**Dr Anne Katini NZAU-OMBAKA**  
 Executive Committee Member  
 National Council of NGOs, Kenya  
 P. O. Box 48736  
 Nairobi, Kenya  
 Tel.: 254-2-562323/12, 560877  
 Fax: 254-2-568445/331985

**Ms Florence MWANGUYU**  
 President  
 Medical Womens International Association (MWIA)  
 P. O. Box 41307  
 Nairobi, Kenya

**Ms Mary I. D. ENGENA MAITUM**  
 Second Vice-President  
 National Association of Womens  
 Organization of Uganda (NAWOU)  
 P. O. Box 1663  
 Kampala, Uganda  
 Tel.: 256-41 611454

**Dr Vera M. CHIRWA**  
 Chairperson, NCWID and of Women's Voice  
 National Council on Women in Development  
 (NCWID)  
 P. O. Box 1182  
 Blantyre, Malawi  
 Tel.: 636007 (O)/634139 (R)

**Ms Lilian MWAURA**  
 Chairperson  
 National Council of Women of Kenya (NCWK)  
 Nairobi, Kenya  
 Tel.: 254-2-224634/335851

**Ms Cecilia KINUTHIA-NJENGA**  
 Programme Coordinator/ELCI  
 P. O. Box 72461  
 Nairobi, Kenya  
 Tel.: 254-2-562015/562022  
 Fax: 254-2-56 21 75  
 e-mail: CKinuthia @ elci-gn-apc-org

**Mme Bernadette PALLE**  
 Coordinatrice  
 Réseau Femmes Africaines et  
 Droits Humains (REFAD)  
 01 B. P. 633  
 Ouagadougou 01, Burkina Faso  
 Tel.: (226) 36 33 70/36 36 89  
 Fax: (226) 30 67 67

**Ms Henriette BASTIANI**  
 First Secretary  
 Women and Development  
 Royal Netherlands Embassy  
 Addis Ababa, Ethiopia  
 Tel.: 71 11 00

**Ms Mary RUSIMBI**  
 Gender Programme Officer  
 P. O. Box 9534  
 Dar-es-Salaam, Tanzania  
 Tel.: 61 14 54

**Ms Samia ALFARI**  
 Sudanese Women Association  
 Khartoum, Sudan  
 Tel.: 51 64 77

**Ms Leila ALDOW**  
 Sudanese Women Association  
 Khartoum, Sudan  
 Tel.: 51 64 77

**Ms Bernadetta N. NDUNGURU**  
 Human Resources Manager  
 Tanzania Association of  
 Non-Governmental Organizations (TANGO)  
 P. O. Box 1950  
 Dar-es-Salaam, Tanzania  
 Tel.: 255-51-35216  
 Fax: 255-51-35216/68624

**Ms Petronilla NGILOI**  
 Tanzania Association of  
 Non-Governmental Organizations (TANGO)  
 P. O. Box 31147  
 Dar-es-Salaam, Tanzania  
 Tel.: 35216  
 Fax: 255-51-35216/68624

**Ms Kgomoitso MOGOME-NTSATSI**  
 Member, Botswana Adult Education Association  
 University of Botswana  
 P. B. 0022  
 Gaborone, Botswana

**Ms Ruth Meena**  
 Senior Lecturer  
 University of Tanzania  
 P. O. Box 35042  
 Dar-es-Salaam, Tanzania

**Ms Christine KIBIRITI**  
 Chercheur/Consultant  
 B. P. 2955  
 Bujumbura, Burundi

**Ms Kibre Dawit**  
 Executive Director  
 P. O. Box 70099  
 Addis Ababa, Ethiopia  
 Tel.: 251-1-201683

**Ms Ngu Anne SIRRI**  
 Television Radio Producer  
 B. P. 1634  
 Yaounde, Cameroon

**Ms Mary MBEO**  
 In Country Advisor  
 C/o P. O. Box 47422  
 Nairobi, Kenya  
 Tel.: 254-2-517320  
 Fax: 254-2-339155

**Dr Katini NZAU-OMBAKA**  
 P. O. Box 48736  
 Nairobi, Kenya  
 Tel.: 254-2-566738

**Mrs Seny DIAGNE**  
 Lawyer  
 Rue 7 x12 Medina  
 Dakar, Senegal

**Ms Nomtuse MBERE**  
 Convenor NGOs  
 P. O. Box 62319  
 Marshalltown 2107, South Africa  
 Tel.: 011 331 1125/6/7

**Ms May SENGENDO**  
 In-Country Advisor  
 C/o Women Studies Department  
 Makerere University  
 P. O. Box 7062  
 Kampala, Uganda  
 Tel.: 256-41 531520  
 Fax: 256-41 530 756 or  
 C/o SNV - Uganda - 256-41 22 07 80

**Ms Florence BUTEGWA**  
**Regional Coordinator**  
**Women in Law and Development**  
**in Africa (WILDAF)**  
**P. O. Box 4622**  
**Harare, Zimbabwe**  
**Tel.: (263-4) 752105**  
**Fax: (263-4) 731901/2**

**E. ECA SECRETARIAT****1. AFRICAN CENTRE FOR WOMEN (ACW)****Ms Mebo MWANIKI***Chief, ACW**UNECA**P. O. Box 3005**Addis Ababa**Tel.: 251-1-51 12 63**Fax: 251-1-51 27 85***Ms F. WEGE***ACW Officer**UNECA**Addis Ababa***Ms W. MWAGIRU***Regional Adviser**UNECA**Addis Ababa***Ms H. TIAGHA***ACW Officer**UNECA**Addis Ababa***Ms F. BANGURA***ACW Expert**UNECA**P. O. Box 5619**Addis Ababa**Tel.: 251-1-51 85 53***Ms L. DAVIDSON***ACW Communication Consultant**UNECA**Addis Ababa*

**Ms Patricia CODYRE**  
UNV  
UNECA  
Addis Ababa

**2. YAOUNDE MULPOC**

**Ms F. A. DIAROU MEYE**  
Director  
Yaounde MULPOC  
P. O. Box 836  
Yaounde, Cameroon

**3. ECONOMIC COOPERATION OFFICE (ECO)**

**Ms Rawda OMAR**  
Economic Affairs Officer  
ECO/UNECA  
Addis Ababa

**4. INDUSTRY AND HUMAN SETTLEMENTS DIVISION (IHSD)**

**Ms Melkkrist Hailu**  
UNECA  
Addis Ababa

**5. JOINT ECA/FAO AGRICULTURE DIVISION (JEFAD)**

**Ms Dorothy C. IWUJI**  
UNECA  
Addis Ababa

**6. STATISTICS DIVISION**

**Mrs Victoire TANKOU**  
Statistician  
UNECA  
Addis Ababa