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REVIEW AND APPRAISAL OF THE ACHIEVEMENTS IN THE INTEGRATION OF WOMEN IN  
THE DEVELOPMENT PROCESS WITHIN THE CONTEXT OF  
THE UNITED NATIONS DECADE FOR WOMEN

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## I. RECOMMENDATIONS OF THE MEETING

## A. THE ARUSHA FORWARD LOOKING STRATEGIES FOR THE ADVANCEMENT OF AFRICAN WOMEN BEYOND THE UNITED NATIONS DECADE FOR WOMEN

General Framework and Basic Obstacles

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

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

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

Development

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

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

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

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

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

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

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

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

### Equality

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

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

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

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

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

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

#### Peace

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

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

19. The link between peace and disarmament is clear. The resolutions of the United Nations and the Non-aligned Movement declaring the Indian Ocean a zone of peace and the call to make Africa a nuclear free zone should be

implemented. World opinion should be mobilized to condemn the arms race and demand complete freedom from nuclear weapons which threaten world peace and security. The funds presently being used in the arms race should be channelled to economic development in order to implement the New International Economic Order and strategies for women's development and equality.

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

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

- (a) The growing crises associated with steadily weakening external stimuli for economic growth - a situation aggravated by some misguided policies and measures adopted by policy makers and planners;
- (b) The dynamic of the international division of labour in which Africa and other developing regions have historically specialized as providers of raw material and commodities and importers of manufactures, technologies and patterns of consumption. This unequal exchange is taking place under increasingly deteriorating terms of trade and adverse market conditions. This phenomenon has affected Africa in several ways with the result that:
  - (i) it is more difficult for African countries to import the necessary inputs (e.g. fertilizers) at reasonable prices to increase agricultural output and sustain adequate levels of food production;
  - (ii) internal agricultural production is oriented to meet the needs of external demand at the expense of local food needs;
  - (iii) it has restructured the allocation of agricultural factors of production: land, energy, capital and labour.

- (c) National policies perpetuating low capital investment in agriculture and overconcentration of resources in certain export products which has resulted in:
- (i) deteriorating quality of life in rural areas and consequent rural-urban migration that increase the family responsibilities of women, many of whom are now de facto heads of households;
  - (ii) deteriorating agricultural productivity;
  - (iii) deteriorating climatic conditions which in turn affect the environment and agricultural production;
  - (iv) appropriation of male labour by market forces for export production thereby squeezing labour available for food production.
- (d) At the local level, land tenure systems and agrarian conditions have been restructured in such a way that food production has been left in the hands of small holders using traditional farming methods without the benefit of scientific and technological innovations needed to raise food production to satisfactory levels. This fact keeps traditional holdings under low productivity per unit area of land.
- (e) The realization by the people of the sharp contrast between the prevailing state of increasing poverty and the value of actual as well as potential resources such as raw materials for industry reflecting firstly, the lack of technical know-how among the population of working age to exploit these natural resources for domestic purposes, and, secondly, the difficulty of policy makers and planners in the region to conclude successfully the North-South dialogue in order to permit Third World countries to have at their disposal sufficient factor inputs to pay for imports through increased export of primary products or manufactured products.
- (f) The negative impact of steps now being taken by the industrialized countries to concentrate resources on new frontier technologies and associated industries in order to safeguard new industrial autonomy and their dominance over domestic and regional markets. Thus, more than ever, it is now necessary to incorporate the needs and situation of women into the analysis of Africa's problems.
- (g) Inadequate mobilization of human and technical resources for examining and for making substantial contributions to the formulation of concepts, policies, planning and implementation of development programmes to enable the Africa region to overcome the crisis.

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

#### Women and Africa's development to the year 2000

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

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

#### KEY AREAS AND ISSUES

##### 1. AGRICULTURE AND FOOD PRODUCTION

###### The problem

24. Over the past two decades the food and agriculture situation in most parts of the Africa region has undergone drastic deterioration manifested in poor productivity in the sector, falling per capita consumption of food and increasing unemployment and misery. Part of this problem is attributable

to the changes in land use. These have entailed monocropping of non-edible cash crops at the expense of multicropping patterns necessary for sustaining a more balanced range of options for food production and consumption. Another part of the problem relates to conventional approaches to development which have concentrated on growth rates and attainment of quantitative targets to the exclusion of human resources considerations and the objectives of reducing hunger and inequality. Food production is further hampered by scarcity of arable land, water for consumption and irrigation and dependency on food aid. The need is great for increased attention to improving women's productivity in agriculture towards the goal of self-sufficient food production.

#### Obstacles

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

- (a) The lack or inadequacy of national policies reflecting a multi-sectoral strategy for improving the efficiency of the contribution of women to national development: this obstacle results from ignorance of the key role of women in national development - especially in the case of rural development;
- (b) Differential access by women and men to means of production which might be divided into two components: (i) unequal treatment in access to land, agricultural finance, credit, loans, subsidy and other inputs; and (ii) unequal treatment in access to education, skills training and technology;
- (c) The absence or inadequacy of institutional machinery to incorporate, at the level of development and financial planning, an understanding of the double roles of women as mothers and producers in rural development;
- (d) An inadequate data base or insufficient information which contributes to a biased, undervalued and marginal perception of women in rural development: one of the major deficiencies of existing data is the inaccurate measurement of work done by women in food and agriculture, in the household and in marketing.
- (e) In the context of national economic development, the inequitable division of labour in the rural sector and in the household as well as unequal job opportunities whether in paid or unpaid jobs.

Strategies

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

- (a) Integrated solutions such as national food policies diversified according to specific national regions for the improvement of self reliance on food production instead of palliatives or fragmented remedies;
- (b) Improved infrastructure to alleviate the burdens on women such as fetching water, energy, fuel and other forms of supplies collection;
- (c) The mobilization of local human resources for general interest work and therefore the promotion of the community;
- (d) Reliance on a combination of traditional know how and improved and/or modern technology appropriate for the local needs and customs;
- (e) Dissemination of information to rural women through national information campaigns using all available media and established women's groups; exposure of local populations to innovation and creative thought through open air films, talks, visits among areas of similar demands, demonstration incentives to scientific and technological innovation; participation of women farmers in research for information campaigns; and involvement of women in technical co-operation between developing countries for information exchanges;
- (f) Launching of complementary and parallel short, medium and long term agricultural strategies and sensitization of people to long-term needs;
- (g) Avoidance of the reproduction at local level of the pattern of the international division of labour which emphasises specialization in certain agricultural practices thus eliminating possibilities of other development and innovation.

National and local level

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

- (a) Technological improvements such as:
  - (i) Experimentation and research on agricultural and livestock raising technologies oriented to areas most adversely affected by climatic conditions;

- (ii) Use of pesticides and, when possible, biological control with effective monitoring of the adverse effects of chemical pesticides on agricultural workers and ecosystems;
  - (iii) Dissemination of results of agricultural research on improved varieties of seeds adapted to the local requirements and patterns of consumption to women engaged in rural agricultural work, including both agricultural officers and farmers;
  - (iv) Research and experimentation on food production and storage techniques which improve traditional knowledge and introduce modern technology;
  - (v) Improvement of the efficiency of energy conversion as a complement to other measures for energy supply;
  - (vi) Improved methods of reducing post harvest food loss and of preservation and conservation of food products.
- (b) Integrated farming systems aimed at self-sufficiency in food and energy production including:
- (i) creation of integrated farming systems with due consideration for the complementarity of grass fodder, cereals and agricultural wastes with animal raising activities;
  - (ii) integrated and rational use of organic chemical fertilizers and the search for alternative solutions to the use of animal dung as fuel; intensification of the local and integrated production of organic fertilizers using biomass and animal wastes;
  - (iii) promotion of agro-forestry programmes oriented to an improved food and fuel provision and to the preservation of forests and local ecosystems;
  - (iv) creation of integrated agricultural projects considering self-sufficiency in energy and food production and stimulating the generation of food surpluses for security and exchange purposes;
  - (v) launching of extensive programmes of re-afforestation based on community participation and oriented to arresting soil erosion;
  - (vi) raising small animals and encouraging the use of fish to improve nutrition.
- (c) Improvement of training for women including:

- (i) Access to training programmes at different levels and types of skills and widening of the range of methods and technologies used for agricultural production;
  - (ii) Substantial increase in the training of a female contingent highly skilled in modern technology and scientific and technological innovations;
  - (iii) Increased participation of women in research and development of technologies appropriate for African agro-climatic conditions;
  - (iv) Access to extension services and know how in the context of the modern sector;
  - (v) Training of rural women in nutrition, considering seasonal production and availability of food products.
- (d) Improvement of women's organizational capacity in farming activities:
- (i) Horizontal co-operation and exchange of agricultural know how and improved traditional techniques within the home, country and region;
  - (ii) Promotion of women's organizational capacity for collective, co-operative production, management and control of the fruits of their labour, including the formation of women's agricultural co-operatives;
- (e) Access to productive factors such as land, capital and water:
- (i) Access to credit oriented to the acquisition of the necessary inputs to increase agricultural production including the establishment of national banks for women;
  - (ii) Reallocation of land resources with priority on food production, especially of staple foods;
  - (iii) Land reform and settlement programmes oriented to insure women's rights to land;
  - (iv) Reforms in inheritance and customary laws on land tenure biased in terms of gender;
  - (v) Allocation of community plots for landless female agricultural workers;
  - (vi) Greater attention to planning and development of water supply in rural areas, both for irrigation and domestic consumption, with special remedial measures to relieve women's burdens in fetching water;

- (vii) eradication of endemic diseases which prevent the use of vast land areas.
- (f) Improved basic rural infrastructure:
  - (i) improvement of transportation and communication systems in relation to food distribution, improved technologies and animal power to alleviate women's drudgery in transporting food, water and fuel;
  - (ii) adaptation of transport technologies to sub-regional geographic and environmental conditions for easy marketing and exchange of primary commodities;
  - (iii) development of an integrated energy supply based on the diversification of local energy resources and emphasis on devices for high grade energy conversion, oriented to serve community needs;
  - (iv) sanitary control on water development projects and dissemination of preventive measures against water-borne diseases;
  - (v) development of small medium and large scale agro-industrial complexes providing employment for women at all levels of the productive process, ranging from managerial and technical to scientific options;
  - (vi) alleviation of demographic pressure in heavily populated areas;
  - (vii) provision of technical and infrastructural support to newly created rural settlements with due attention to meeting the needs of women;
  - (viii) provision of primary health care, particularly in isolated areas using para-medical assistance and local trained female personnel;
- (g) Improvements in marketing, such as formation of women into marketing co-operatives, training for market women to improve their work environment and in food preservation and storage, provision of daycare facilities, legislation to limit imports in order to encourage domestic production and improved infrastructure.

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

### Regional level

29. Governments should:

- (a) Promote coordination and collaboration for the control of animal diseases and natural resources development;
- (b) Mobilize resources and develop support industries to farmers as well as existing sub-regional and regional training centres in order to increase human resources required for the development of the agricultural sector and food crops in particular;
- (c) Promote the development of research infrastructure and exchange of results in agricultural, nutritional and technological research, taking into account climatic and socio-cultural conditions;
- (d) Promote the exchange of efficient technologies in agriculture and the household in order to alleviate women's burden;
- (e) Promote subregional and regional cooperation;
- (f) Develop means of subregional and regional communication;
- (g) Develop intra-African trade and to encourage the exchange of agricultural products;
- (h) Undertake coordinated actions at regional level in order to improve the terms of trade between developing and developed countries.

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

### International level

31. International donors, including the Consultative Group on International Agricultural Research (CGIAR) should give greater attention to the applicability of their research on household production for food crops and particularly the role of women in decision making and in the process of technology transfer.

## 2. THE IMPACT OF DESERTIFICATION ON WOMEN'S CONDITION

### The problem

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

### Obstacles

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

### Strategies

#### At the national and local level

34. Strategies recommended include:

- (a) Supply the community with drinking water through the construction of wells, boreholes, dams and locally-made water catchment devices sufficient for all irrigation and domestic needs, including those of livestock;
- (b) Building micro-dams and irrigation networks intended to reduce the dependence of agriculture on rainfall;
- (c) Training women to take responsibility for the management of the hydraulic infrastructure, equipment and its maintenance;
- (d) Organization and sensitization of women in the fight against desertification through large scale afforestation campaigns (planting of woodlots, collective farms and seedlings);
- (e) Establishment of women's committees to fight bushfires and deforestation;
- (f) Dissemination of improved traditional techniques for saving fuel-wood;
- (g) Involvement of women in mobilisation and distribution of food aid in countries affected by drought.

#### At regional level

35. Governments should adopt a coordinated policy in the struggle against drought and call on the Interstate Committee in the Struggle against the Drought in the Sahel (CILSS) to make provisions for women in its programmes.

### 3. INDUSTRIAL DEVELOPMENT FOR AFRICA

#### The problem

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

#### Obstacles

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

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

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

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

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

Strategies

National level

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

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

44. Necessary institutional machinery or operational focal points should be promoted for the increased involvement of women in industrial policy making at the national level. Governments should provide the right environment and support services to promote and facilitate entrepreneurship by women. Constraints on women's access to credit and land for enterprise development need to be removed.

45. Self-sustaining and self-reliant industrialization calls for flexibility and ability to respond quickly to rapid scientific and technological change through the appropriate deployment of manpower, among other things. Since most industrial operations, especially at the plant level, are carried out by technicians, vocational and trade-specific skilled personnel, technical and skilled labour training of women should be accorded high priority in national manpower development programmes. Opportunities should be made available for women to advance to better paid and higher level positions.

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

- a) studies to identify the linkages between the modern and the informal sectors and programmes of projects to strengthen these linkages;
- b) applied studies to show how alternative work arrangements, worker benefits and services can increase women workers' productivity and reduce gender differentiated labour costs;
- c) equal access to and participation in adult education and in-service programmes which teach not only literacy but saleable income-generating skills;
- d) equal priority in the development of technologies that will relieve women's work burdens in the home and at the workplace;
- e) equal encouragement for women to form and actively participate in collective organizations including trade unions;
- f) promotion and up-grading of local crafts and other small-scale and traditional industries.

### Regional level

47. The considerable experience and expertise in industrial development accumulated by some African countries could very usefully be shared with others. Within geographic regions, selected national industrial institutions, plants and workshops could become training centres or centres of excellence for the training of women. Regional and subregional finance and development institutions such as the African Development Bank, the Economic Community of West African States, and the West African Economic Community should finance industrial projects and enterprises set up by women to transform local agricultural and fishery products. Regional training and research institutions should establish target quotas for women candidates in all their courses. They should design and implement regular training programmes especially for women in industry as well as in handicrafts.

48. Subregional organizations for economic development such as ECOWAS and the Economic Community for the Central African States should set up services for women to ensure that women's interests are taken into account in subregional projects. The purpose of these services would be to disseminate national experiences regarding the impact of new technologies on women and the possibilities of new income generating activities for women.

49. Governments should strengthen their economic co-operation in order to set up industries on a subregional and regional basis and to promote the integration of their markets.

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

### International level

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

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

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

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

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

## Employment of women in industry

### National level

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

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

### Subregional level

56. African subregional economic organizations should identify means of integrating women in industry and other fields of work where employment opportunities exist in their subregions.

### International level

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

58. International, governmental and non-governmental organizations should help organize study tours for women managers of programmes and projects and facilitate contacts between such women in various parts of Africa and in other regions.

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

## 4) HUMAN RESOURCES DEVELOPMENT

### The problem

60. Taking one of the major objectives of education as the development of a form of domestic factor input which is crucial for economic growth and which is not substitutable, except marginally, by imports, the broad issue may be stated as follows: the rate and direction of economic growth depends on the speed with which the population of working age acquires the know-why and know-how as well as other means for exploiting the natural resource base to meet domestic needs. The known and potential natural resource/raw materials base of the Africa region is enormous. The main difficulty is that in spite of a growing and young population, human resources development policies and practices

have not been particularly successful in equipping the majority with the required know-why and know-how. However, the failure of development and economic growth policies, plans and programmes has intensified not only the problem of employment of males (from graduates downwards) but especially so of females and the sex bias against the education and training of girls. Other factors affecting the sex-bias in education/employment have been gender-based differences in the opportunities for professional and vocational education offered to girls and boys. As the economic situation deteriorates so will the existing factors working against the education and employment of women and girls grow stronger.

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

#### Obstacles

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

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

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

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

## Strategies

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

### National level

- (a) Reform of socialization practices at the family and community levels so as to make males accept joint responsibility in domestic management;
- (b) The removal in primary education and upwards of elements in the curricula, textbooks and teaching methods which introduce or consolidate gender discrimination;
- (c) The reform of curricula and teaching/learning processes and of the design of tests and examinations at every level to facilitate the understanding of science and mathematics, to provide more adequately for independent thinking, and to encourage inventiveness and innovativeness particularly in regard to girls;
- (d) The initiation of research to determine the adaptability and use of existing and new information technologies for rapid formal and informal education, acquisition of skills and information. This applies firstly to the use of these technologies for re-orienting and retraining teachers and instructors;
- (e) The design of special measures for reducing the high rate of drop-out of girls, particularly talented ones, within each educational level and at the junction of educational stages;
- (f) Design and production of more materials for education and training of girls and women at all levels;
- (g) Reform of the subject structure of third level education in the light of its relevance to potential social and economic growth;
- (h) The design and experiment with bridging courses to move female and male students to educational ladders reflecting changes in the demand for graduates;
- (i) Adoption of measures for optimising the use of fixed physical plant at all levels of education and training;
- (j) Consideration of the potential areas of expansion of African economies consistent with a new drive towards structural change and self-reliance and provision of the opportunities for specialist and general professional employment to which these will give rise, and adoption of the steps which young women can take with the help of career, advisory and similar services to prepare themselves to take advantage of such opportunities;
- (k) Studies which uncover the growing impact of automation on areas of employment currently or potentially occupied by women and the implications of these trends for technology, import policy and practice or for education and training related to these areas;

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

67. Other measures related to education and training include:

- a) Design and introduction of culturally appropriate sex education curricula in order to combat adolescent pregnancies;
- b) Research, design and introduction of special programmes to equip drop-out and school leaver girls with marketable skills;
- c) Use of the media to develop communications for the spread of education;
- d) Introduction of compulsory, free education at primary and secondary levels; positive discrimination to secure the enrolment of more girls at tertiary levels;
- e) Consideration by governments of the establishment of national offices of the International Research and Training Institute for the Advancement of Women (INSTRAW), given its important role in human resources development.

#### Regional level

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

- a) Exchanges of information and experience for a system of scholarships and training for women;
- b) Setting up or strengthening of African consultancy services utilizing the expertise of women in various fields.

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

#### Women, health and population

##### National level

70. With particular regard to women in rural areas, governments should undertake concrete programmes in maternal and child health based on the WHO Health for All by the Year 2000. Women should be involved in the planning and delivery of public health care services. Health education campaigns should address the need for the involvement of men in family health. Measures should be taken to reduce the rate of fertility and the rate of infant and maternal mortality and to extend the very low life expectancies of African women. The United Nations system should fully involve itself in the promotion of public health care projects. Governments should undertake research to investigate the impact of regulations regarding maternity leave on women's health.

71. Programmes should be developed to meet the particular needs of handicapped women and those suffering from mental illness. Governments should make special efforts to allow women with physical disabilities to play useful roles in society. Special

attention should be shown to the situation of young girls and elderly women. Governments should disseminate information on successful programmes in the rehabilitation of the handicapped and mentally ill and social re-entry of juvenile delinquents.

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

#### Regional and international level

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

#### 5) PEACE AND APARTHEID IN SOUTH AFRICA AND NAMIBIA

##### The problem

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

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

76. The increased militarization of southern Africa has had severe negative effects on the social services which serve the needs mostly of women and children. Critical resources have been diverted to the war machine and the implementation of measures that entrench inequalities among the races. The current schools' boycotts in South Africa and Namibia attest to the lack of improvement in the educational sphere. Preventable diseases and high infant mortality continue to torment women and their

children while the maladministration of birth control procedures, especially in Namibia, threaten the black society as a whole. Black women in exile are victims of South Africa's external aggression as they have been killed in military raids, letter and parcel bombs and attempted kidnapping.

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

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

#### Obstacles

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

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

#### Strategies

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

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

b) set goals for:

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

#### National level in independent Africa

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

- (a) Women and their organizations should pressurize their governments to sever all links -- political, military, economic, diplomatic, cultural and sports -- with the apartheid regime.
- (b) Women and governments of the frontline States should continue their laudable defiance of the apartheid regime and give moral, political and material assistance to the exiles and refugees from South Africa and Namibia living with them.

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

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

#### Regional level

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

- (a) African States and the OAU should support the frontline States presently bearing the brunt of the burden of South African and Namibian refugee and displaced populations which are predominantly women and children;
- (b) In concert with the national liberation movements, the OAU and ECA should take the lead in the design, planning and development of a nationhood programme for South Africa in which special needs of women and children would be taken fully into account;

- (c) Regional African non-governmental and inter-governmental women's organizations, such as the Pan African Women's Organization (PAWO), the subregional committees on the Integration of Women in Development (SRCs) and the African Regional Coordinating Committee for the Integration of Women in Development (ARCC), should make the issue of women under apartheid a priority issue for all their meetings and conferences and condemn it in unequivocal terms. They should also exert strong pressure on member States to implement sanctions and other measures recommended by the OAU and the United Nations;
- (d) PAWO, the SRCs, ARCC and other regional women's organizations should give active and concrete support and assistance to women in the national liberation movements, ANC, PAC and SWAPO, to strengthen their political, diplomatic, economic, social and leadership roles in the struggle;
- (e) Regional women's organizations in collaboration with concerned international women's groups should mount and intensify a campaign for the release of women and men imprisoned by the apartheid regime in South Africa and Namibia.
- (f) Urgent steps should be taken as necessary to strengthen and coordinate the activities of the Liberation Committee and the women's programme in OAU, the African Training and Research Centre for Women (ATRCW) of ECA and the Association of African Women for Research and Development (AAWORD) so that they can mount a major programme of research, seminars, workshops and other forms of technical assistance to help the oppressed women of South Africa and Namibia overcome their many handicaps under apartheid. In this respect experienced, skilled and qualified African women should put their expertise and services at the disposal of women in the national liberation movements now and of all women during the post-apartheid reconstruction in Namibia and South Africa to ensure their effective and equitable participation in all spheres of life in the new societies.
- (g) The OAU women's programme, ATRCW and AAWORD, in collaboration with PAWO, the SRCs, ARCC and other regional women's organizations, should launch, in collaboration with the Pan-African News Agency (PANA), a bulletin in all necessary languages to inform African men, women and governments as well as the international community of the impact of apartheid on the lives of women and children of South Africa and Namibia and the efforts being made to redress the situation.

#### International level

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

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

- (b) The international community must insist upon the speedy and effective implementation of Security Council resolution 435(1978) for the independence of Namibia and all the United Nations resolutions calling for sanctions against South Africa, its isolation and abandonment of its racist policies. All efforts should be made for the immediate and unconditional withdrawal of South African forces from Angola;
- (c) The international community should provide greater moral and material assistance to all the bodies fighting to remove apartheid, especially the national liberation movements, ANC, PAC and SWAPO, the African frontline States, OAU, the United Nations and non-governmental organizations;
- (d) The section of the Programme of Action adopted by the World Conference held at Copenhagen in 1980 dealing with women in Southern Africa is still valid and should be fully implemented. The programme which is elaborated in document A/CONF.94/6/Rev.1 entitled "Measures of Assistance for Women in Southern Africa" provides comprehensive strategies and actions that the international community can take to ensure legal, humanitarian, moral, political and technical assistance to women inside South Africa and Namibia and in exile and to prepare them to play active roles in the leadership and execution of programmes for the reconstruction of their countries once apartheid is destroyed. To this end the greatest publicity must be given to issues of apartheid and women in all member countries of the United Nations.

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

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

## 6. REFUGEE AND DISPLACED WOMEN

### The problem

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

## Obstacles

90. The major obstacles include:

- a) the political instability, social, cultural and ethnic conflicts in African countries, inter-state conflicts and the legacy of colonialism;
- b) the existence of the apartheid regime and its repressive laws and policies within South Africa and Namibia as well as its acts of coercion, subversion and economic and political destabilization in the frontline States;
- c) inadequate quantitative and qualitative research on the conditions of refugee and displaced women;
- d) influence of traditional conceptions of women's role and lack of policies to meet their specific needs;
- e) lack of adequate knowledge and information on the causes and conditions of refugee and displaced persons, particularly females, in Africa, which inhibits appropriate concerted actions at national and regional levels;
- f) absence of national laws on refugees;
- g) the non-ratification by many African countries of some essential regional and international instruments relating to this issue, including the OAU Charter on Human and People's Rights (1981). This situation affects the refugees living in those countries. In many instances women and children refugees suffer from the lack of protection and the non-recognition of their rights and they are unable to take full advantage of the assistance provided by the international community.

## Strategies

### National level

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

- (a) Country-sponsored studies and socio-economic surveys should be carried out on refugee and displaced women and children as well as those of the local communities among whom they have settled. This combination is important for development planning since the needs of refugees, especially in the rural areas, are often the same or similar to those of the local people;
- (b) National women's groups and organizations should become more actively involved in the issues of refugee and displaced women through raising their own awareness and that of other people in the country and through the mobilization of emergency relief aid as well as developmental assistance, including the expertise of local women to meet the needs of refugees. Local peoples should be educated to the situation of persons newly placed in their midst. All these efforts should be carefully coordinated with the governmental machinery responsible for refugee matters and with the office of the United Nations High Commissioner

for Refugees (UNHCR). Women's organizations should make concrete efforts to help women and children in refugee camps;

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

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

#### Regional level

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

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

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

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

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

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

(f) SADCC should include the problems of displaced women and children living in southern Africa in its programme;

(g) OAU member States must ratify, if they have not yet done so, the United Nations Convention on the Status of Refugees (1951) and its Protocol (1967) the OAU Convention governing the Specific Aspects of the Refugee Problems in Africa (1969) and the OAU Charter on Human and People's Rights (1981) so that women and children refugees can enjoy a normal life in the host countries.

### International level

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

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

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

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

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

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

(f) Public workshops and seminars should be organized to educate the local population as well as the refugees themselves on the problems, and needs rights and responsibilities of women.

## 7. MONITORING CHANGES IN THE SITUATION OF WOMEN IN AFRICA

### The problem

94. Over the Decade for Women, a number of lessons have been learnt regarding equality and the impact of development programmes and projects on the status of women. Important among these lessons are that: (i) development planning should incorporate a definite awareness of the needs to improve the conditions of women and to involve women in the planning and decision-making processes; (ii) feasibility studies and prospective evaluation of projects should identify and anticipate their likely impact on women; (iii) there is a need for institutional arrangements capable of monitoring changes in the situation of women in a sustained and consistent manner in order to assess what

progress is being made and what problems are being encountered at the practical level; and (iv) large scale agricultural projects as a critical example, can have quite detrimental consequences for women and such adverse impact is often realized only after the projects have been implemented.

### Obstacles

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

- (a) Plans and policies
  - (i) human, material, financial and budgetary constraints;
  - (ii) structural and bureaucratic bottlenecks;
  - (iii) inadequate data for planning and inclusion of women's needs.
- (b) Laws and Legislation
  - (i) lack of awareness by women of their rights and entitlements under various existing laws;
  - (ii) underrepresentation of women in legal and policy-making bodies, i.e. in parliaments, cabinets or on party executive committees.
  - (iii) contradictions between customary, religious and statutory law and provisions, and problems in the mobilization and application of law;
  - (iv) economic and cultural constraints which prevent women from seeking redress of injustices through judicial process;
  - (v) discriminatory practices by those who are in control of institutions.
- (c) Political participation
  - (i) constraints on women's time arising from their double responsibilities in production and reproduction;
  - (ii) popular beliefs and practices which inhibit women's political participation;
  - (iii) lack of popular support for women aspiring to political office;
  - (iv) women's lack of self-confidence in applying for high-level and competitive positions;
  - (v) limited opportunities for women to acquire political education and skills.
- (d) Mass media and communication
  - (i) Paucity of women in the mass media at the decision-making levels;
  - (ii) Limited accessibility of the media, especially the print media, for certain groups, particularly in rural communities with high illiteracy rates and where women are in the majority;
  - (iii) Societal images of women and women's self image that influence the manner in which the media portrays women.

(e) National machineries

- (i) the location of many national machineries such as bureaux, councils, commissions and units in ministries or bodies which often receive secondary attention from policy makers thus according them a low status and imposing restrictions on their effective functioning;
- (ii) the lack of statutory provision stipulating a clear mandate for national machineries to coordinate women's questions;
- (iii) the acute shortage of technical expertise, financial, and material resources that places serious limitation on the implementation of targeted projects and programmes and the monitoring of progress;
- (iv) lack of firm commitment on the part of some high-ranking officials;
- (v) weak overall linkages and lack of cooperation between national machineries and women's organizations, groups and constituencies, especially at grassroots level, as well as between national machineries and technical ministries and departments responsible for national development;
- (vi) lack of necessary technical competence.

(f) Cultural and Social attitudes towards women

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

Strategies

96. In view of the experience recorded during the Decade for Women and the continuing obstacles identified above, it is evident that the issue of women's development in Africa is inextricably bound up with the problem of peace and Africa's development. It cannot be solved outside of the overall development strategy. This means that the overall development strategy currently being envisaged for Africa should have as its central concern the objective of equality for all, men and women, as a precondition for development.

97. Future strategies for the improvement of the situation of women require appropriate institutional arrangements and adequate financial, technical and material resources for advocacy for women, and for long-term integrated planning and assessing of progress and problems which might arise from proposals currently being made and those envisaged by all member States toward the year 2000. Some of the key strategies include:

(a) The overall strategy

- (i) Countries should make full use of existing national, subregional and regional research centres to collect relevant data and information needed for the planning and elaboration of strategies for the improvement of the status of women and their participation in the development process;
- (ii) In view of the centrality of women in development, planning ministries should establish a framework for incorporating women's needs and issues in development plans and strategies and for monitoring progress in their implementation in close collaboration with the national machineries;

- (iii) As a long-term measure, financial allocations should be obligated by ministries and executing bodies for the promotion of the overall efforts for women's advancement. In this regard interministerial collaboration and coordination with clear systems of responsibility and accountability are strongly recommended;
- (iv) As a long-term policy, schools and training institutions, centres and adult education programmes should incorporate leadership training in their curricula with emphasis on the part both men and women should play in decision making. Suitable teaching material should be revised or devised for this purpose;
- (v) In order to ensure the effective implementation of the overall development strategy, short-term and long-term arrangements should be made for increasing the representation of women, especially those in the rural areas at grassroots level, in policy-making bodies;
- (vi) Governments which have not yet ratified the Convention on the Elimination of All Forms of Discrimination against Women should do so.

(b) National machineries

- (i) In view of the pivotal role which national machineries could play in the enhancement of women's positions and opportunities, it is imperative that these bodies be placed in strategic locations where they can monitor national trends, seize all relevant occasions to advance women's interests and work to implement the Forward-looking Strategies;
- (ii) Although political party national machineries may be useful for mobilizing the masses and winning political support from governments to which they are affiliated these gains are likely to be transient in view of the nascent nature of the state apparatus characteristic of the region. It is thus necessary for governments to consider the establishment of structures responsible for issues affecting women as an integral part of state machinery;
- (iii) National machineries should set realistic targets based on a genuine appraisal of women's priorities especially at grassroots level;
- (iv) National machineries should promote pilot projects designed to test modalities of intervention that will raise the productivity of women and encourage dissemination and replication of the results by relevant technical ministries and agencies throughout the country;
- (v) National machineries should work in collaboration with judicial systems to initiate legislative changes in areas where discrimination still exists in legislation and practices, to review customary laws, particularly those on marriage, and to undertake campaigns to inform women of their rights;
- (vi) National machineries should take the lead in education campaigns to change cultural stereotypes preventing the full participation of women and to sensitize the population to the need for the full development of women's potential.

(c) Machineries at subregional levels and regional levels

- (i) OAU and ECA should expand their regional level activities including the dissemination of information and technical assistance to facilitate experiments on intervention modalities that are most likely to promote women's contribution to increased productivity;
- (ii) OAU and ECA should assist subregional machineries in developing viable multinational pilot projects and in mobilizing necessary resources and expertise to undertake such experiments;
- (iii) OAU and ECA as well as other interested organizations should use existing mechanisms to see that the results of such experiments are made available to member States and provide technical assistance to help interested member States test the modalities of intervention and apply them in their own circumstances;
- (iv) The office of the Secretary General of the OAU and of the Executive Secretary of the ECA as well as member States should:
  - (a) mobilize the co-operation of the international community not only in the mounting of pilot projects but also in training persons to assume full responsibility in running the projects;
  - (b) take steps to widen the social and economic surveys of Africa to provide data for the integration of women in development towards the year 2000;
  - (c) provide for the collection and analysis of data in appropriate regional statistical and information centres and facilitate the incorporation of new information pertaining to women in the research programme of the activities of the African Household Capabilities Survey Programme;
  - (d) take the appropriate measures to increase the number of competent women in their subregional and regional offices.
- (v) ECA/ATRCW, upon request from national machineries, should undertake concrete field programmes and disseminate research and information on the situation of women in the region;
- (vi) Machineries and governments should coordinate their approach to the mobilization of external assistance to ensure that the objectives of strategies for integrated development that advance the status of women can be achieved. In this regard machineries should participate in country programming exercises, donor roundtables and other negotiations;
- (vii) An evaluation of subregional and regional machineries should be undertaken to assess their strengths and weaknesses in order to reinforce their monitoring capacity for the present strategies beyond the Decade;
- (viii) In the same perspective, action should be taken to assess the system of mobilization, planning and utilization of resources for regional cooperation;
- (ix) ECA and the African Development Bank should mobilize more resources for the support of subregional women's programmes. Donor agencies, other than UNDP, should place more emphasis on subregional women's development programmes;

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

International organizations should:

- (i) encourage and strengthen national self-sufficiency and capabilities of each country in planning, development, implementation and project evaluation and follow-up;
- (ii) develop modes of cooperation among themselves to ensure maximum benefit from their technical assistance and avoid wastage due to duplication;
- (iii) coordinate better their regional and country level activities and prepare their assistance programmes in consultation with national machineries at donor roundtable negotiations especially in key areas which have the potential for multiplier effects to improve the situation of women;
- (iv) increase their assistance for the training of women in key economic and social fields with special emphasis on exchange of technical experts and experience within the framework of the Lagos Plan of Action.

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

B. RESOLUTIONS ADOPTED BY THE MEETING

1. Implementation of the Arusha Strategies for African Women

The Regional Intergovernmental Preparatory Meeting for the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace/Third Regional Conference on the Integration of Women in Development held at Arusha, United Republic of Tanzania, from 8 to 12 October 1984,

Having carefully analysed the progress made and obstacles encountered by African women in the achievement of the goals of the United Nations Decade for Women: Equality, Development and Peace (1976-1985),

Noting that modest progress had been made but that some major obstacles still remaind and impede the full and equitable participation of women in the development process,

Noting moreover resolution AFR/RC34/R1 adopted by the 34th Session on the WHO Regional Committee held at Brazzaville in September 1984, which acknowledges the importance of women in health development,

Deeply concerned that the worsening socio-economic conditions in Africa place severe limitations on available resources and hamper the advancement of women in the region,

Preoccupied by the effects of the prolonged drought in many African countries,

Noting with profound appreciation the efforts made by African governments, the Organization of African Unity, the United Nations System and the international community in the past decade to meet some of the needs of African women,

Bearing in mind that the goals of the Lagos Plan of Action for the Economic Development of Africa and the Arusha Strategies cannot be achieved without peace in the region,

Also bearing in mind the spirit of the World Plan of Action for the Implementation of the Objectives of the International Women's Year (Mexico 1975) and the Programme of Action for the Second Half of the United Nations Decade for Women (Copenhagen, 1980),

Taking account equally of the recommendations of the Lagos Plan of Action adopted by African heads of State and governments (1980),

1. Expresses its gratitude to President Mwalimu Julius K. Nyerere, the Government and people of the United Republic of Tanzania for hosting the Regional Intergovernmental Preparatory Meeting which gave the opportunity for representatives of African governments to adopt the Arusha Strategies for African Women in line with the Lagos Plan of Action and the Final Act of Lagos;

2. Requests all African Governments to take appropriate steps to harmonize their national development plans with the objectives and integrated approach of the Arusha Strategies;

3. Calls upon all future meetings dealing with the development of Africa, especially in the basic key areas of environment, agriculture, industry, science and technology, water and energy, human resources development including employment health and education, to include women's subjects in their agenda and take into account the Arusha Strategies;
4. Requests African countries to implement a concerted policy to combat drought and international organizations to give assistance to such a policy;
5. Appeals to the member States of the Organization of African Unity and the Economic Commission for Africa to intensify their efforts to mobilize financial and technical resources within the region for the promotion of women in the spirit of collective self-reliance called for by the Lagos Plan of Action and the Final Act of Lagos;
6. Calls upon African Governments which have not yet done so to sign and ratify the Convention on the Elimination of All Forms of Discrimination Against Women as soon as possible;
7. Urges member States of the OAU and ECA, the United Nations and donor agencies and non-governmental organizations to increase their level of financial and technical assistance to women's programmes at national, subregional and regional levels. In this regard, urgent support should be given to establish the women's programme in OAU and strengthen the women's programmes of the ECA Multinational Programming and Operational Centres (MULPOCs) and the African Training and Research Centre for Women whose critical need for a core group of posts from the regular budget of the United Nations was submitted to ECOSOC at its second regular session in Geneva in July 1984;
8. Appeals to member States of the OAU and ECA to promote peace throughout the continent, resolve on-going conflicts and give assistance to African territories still not independent because peace is the sine qua non and prerequisite for development.
9. Calls upon all African States to stand united in the struggle for peace, the eradication of apartheid, support to the frontline States and for the independence of Namibia and South Africa;
10. Calls upon the OAU and the ECA to convene a regional meeting to review and appraise the implementation of the Arusha Strategies not later than 1990 and again before the year 2000.

2. The Voluntary Fund for the United Nations Decade for Women

The Regional Intergovernmental Preparatory Meeting for the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace/Third Regional Conference on the Integration of Women in Development, held at Arusha, United Republic of Tanzania, from 8 to 12 October 1984,

Bearing in mind that the Voluntary Fund for the United Nations Decade for Women was established following the International Women's Year Conference in Mexico City in 1975, and by a mandate of the United Nations General Assembly in its resolution 31/133 of 16 December 1976,

Recalling that at the ongoing 39th session of the United Nations General Assembly a decision on the operations of the Fund after the end of the Decade (1985) is to be taken,

Appreciating the fact that women in the African Region have been major beneficiaries of the financial and technical support of the Voluntary Fund,

Noting that the Fund's future activities in the African region include a major new emphasis, in the form of the "African Investment Plan", which is in consonance with the Lagos Plan of Action and the Arusha Strategies for the Advancement of African Women especially in the basic priority sectors of food, agriculture and energy;

Appreciating the voluntary contributions in the form of both financial and human resources given by donors, governments, institutions and individuals to facilitate the work of the Fund,

Noting with satisfaction that the Fund has benefited greatly during the Decade from the support and co-operation of the agencies and bodies of the United Nations System, particularly UNDP which administers 90% of its projects,

Recognizing the crucial need for the Fund to continue its technical cooperation activities in an effective manner that would ensure its maximum support to the implementation of the Arusha Strategies for the benefit of African women,

- 1) Requests that the Fund be so positioned after the Decade so as to enable it to strengthen its relationship with the UNDP while ensuring that the necessary linkages and channels of communication between the Fund and the other bodies of the United Nations System dealing with the women's issue are maintained;
- 2) Expresses thanks to all governments, non-governmental organizations, institutions and individuals that have continued to support the Fund through their financial donations, pledges, and human resources and urges all those bodies to continue and to increase such assistance.

## II. ORGANIZATION AND ATTENDANCE

### A. Organization of the Meeting

100. The Regional Intergovernmental Preparatory Meeting for the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace/Third Regional Conference on the Integration of Women in Development, jointly organized by the Organization of African Unity and the United Nations Economic Commission for Africa and hosted by the Government of the United Republic of Tanzania, was held at the Arusha International Conference Centre in Arusha from 8 to 12 October 1984. The purposes of the meeting were to review and appraise the progress achieved and obstacles encountered in Africa in attaining the goals and objectives of the United Nations Decade for Women: Equality, Development and Peace with special reference to the subthemes of employment, health and education, to adopt forward looking strategies for the advancement of women in Africa to the year 2000 and to arrive at a common Africa position for the World Conference on the United Nations Decade for Women to be held at Nairobi, Kenya, 15-26 July 1985.

101. The Meeting was held in accord with General Assembly resolution 38/108 of 16 December 1983 on preparations for the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women referring to decision 1983/132 of the United Nations Economic and Social Council (26 May 1983) calling for regional intergovernmental meetings to be organized by the regional commissions, Resolution CM/RES. 876/(XXXVIII) of the 37th Ordinary Session of the OAU Council of Ministers and the 18th Ordinary Session of the Assembly of African Heads of State and Government (1981) which called upon the Secretary General of the OAU to organize, in cooperation with the Executive Secretary of ECA and the Secretary General of PAWO, an all Africa women's conference to prepare for the 1985 World Conference on the United Nations Decade for Women Resolution 447 (XVII) of 30 April 1982 of the Eighth Meeting of the ECA Conference of Ministers which called for the holding of the third Regional Conference on the Integration of Women in Development in 1984, and resolution 511 (XIX) of 26 May 1984 of the tenth meeting of the ECA Conference of Ministers calling upon the secretariats of ECA and OAU to jointly organize the meeting.

### B. Attendance

102. The following 39 State members of the ECA and OAU were represented at the meeting: Algeria, Angola, Botswana, Burkina Faso, Burundi, Egypt, Ethiopia, Cameroon, Congo, Djibouti, Gabon, Gambia, Ghana, Guinea-Bissau, Guinea, Ivory Coast, Kenya, Lesotho, Liberia, Malawi, Mali, Mauritius, Morocco, Mozambique, Niger, Nigeria, Rwanda, Senegal, Seychelles, Sierra Leone, Sudan, Swaziland, Togo, Tunisia, Uganda, United Republic of Tanzania, Zaire, Zambia, and Zimbabwe. The following national liberation movements were present: African National Congress (South Africa) and Pan Africanist Congress of Azania. The Secretary-General and the Deputy Secretary-General of the World Conference on the United Nations Decade for Women were in attendance.

103. States not members of the ECA/OAU present as observers were: Belgium, Canada, Denmark, Federal Republic of Germany, Finland, Netherlands, Sweden and the United States of America. The Commonwealth Secretariat attended as an intergovernmental organization observer. The following United Nations Secretariat, bodies and programmes were represented as observers: United Nations Children's Fund, United Nations Development Programme, United Nations Fund for Population Activities, United Nations High Commission for Refugees, United Nations Industrial Development Organization, International Research and Training Institute for the Advancement of Women, Voluntary Fund for the United Nations Decade for Women and the World Food Programme. Representatives of the following specialized agencies of the United Nations participated as observers: the International Labour Organization, the Food and Agriculture Organization of the United Nations and the World Health Organization. The following other organizations were present as observers: Africa Regional Coordinating Committee for the Integration of Women in Development, Association of Botswana Women's Organizations, Associated Country Women of the World, African Development Bank, Afro-Asian Solidarity Organization, Bahai International, East and Southern Africa Management Institute, International Alliance of Women, Inter-African Committee on Traditional Practices Affecting the Health of Women and Children, Integrated Family Life Education Project (Ethiopia), International Institute for Tropical Agriculture, International Planned Parenthood Federation, International Federation of University Women, International Women in Anthropology Conference, National Council of Negro Women, National Council of Women (Madagascar), Pan African Women's Organization, Pax Romana, Planning Committee for the NGO Forum, Women's International Democratic Federation, the World Peace Council and the World Confederation on the Organization of the Teaching Profession.

C. Opening of the Meeting (Agenda Item 1)

104. The opening session of the Conference was presided over by the outgoing Vice-Chairperson Mrs. Maimouna Kane (Senegal) in the presence of the President and the Prime Minister of the United Republic of Tanzania. The Vice-President of the Conference said that this, ten years after the International Women's Year Conference (Mexico, 1975), was the time to draw up a balance sheet to show what had been achieved during the United Nations Decade for Women and what new strategies were needed to continue the efforts that has begun. Since the Second Regional Conference on the Integration of Women in Development (Lusaka, 1979) governments in the Region had been paying increased attention to women whose concerns had been accepted as legitimate development objectives. The Decade had brought many positive results, she said, but many objectives remained to be achieved. While apartheid continued to exist while increasing numbers were becoming refugees and falling victim to growing desertification women could not be said to have achieved the objective of peace. She urged the women of Africa to continue the struggle for equality, peace and development.

105. The Secretary-General of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Mrs. Jeticia Shahani, emphasized the importance of this meeting to the 1985 World Conference. The second session of the Commission

on the Status of Women acting as the Preparatory Body for the World Conference meeting in Vienna had decided that regional level meetings were the most suitable fora for the discussion of regional issues. The final report of this meeting would be considered by the third session of the Preparatory Body in its preparation of documentation for the Nairobi World Conference. While the 1975 International Women's Year meeting had been an enthusiastic first statement of concern on women's situation and the 1980 Copenhagen Conference an opportunity for closer examination of the issues involved, the Nairobi Conference was expected to bring a sober assessment of what had been achieved and what strategies were needed to build a better future. In view of the deteriorating world economic situation women would need to be vigilant to safeguard the progress that had been made. She emphasized that women, in partnership with men, could make the difference between the success and failure of development efforts.

106. The Assistant Secretary-General of the Organization of African Unity, Mr. Mohamed L. Allouane stressed the importance of this meeting in harmonizing points of view of African States to present a common African position at the World Conference. After 1980 the OAU, ECA and the Pan African Women's Organization had been given a mandate to organize jointly an all Africa women's conference which gave rise to the present meeting. He welcomed the assessment of achievements this meeting would make towards evolving strategies for the future which should follow the lines of the Lagos Plan of Action for the Economic Development of Africa (1980-2000) adopted by African Heads of State and Government in 1980. After the Decade for Women a new global strategy was needed to improve the position of the poorest nations vis à vis the rich; little progress had been made in North-South dialogue. Urgent steps were needed to develop self-reliant and self-sustaining economies in the Africa region, as outlined in the Lagos Plan of Action which recognized the importance of women as vital resources for the region's development. He emphasized the importance of the role of African women in all struggles of African people.

107. The Executive Secretary of the Economic Commission for Africa, Prof. Adebayo Adedeji, underlined the severity of the economic crisis facing Africa at this time in terms of stagnation in the agricultural sector, growing dependence on food aid, increasing drought and famine and declining development assistance, all of which posed obstacles to the integration of women in development. However, despite the region's deteriorating economic situation, women of the region had made gains in a number of areas, notably in increased visibility of women's needs, in education at primary and secondary levels, in health (particularly in rural areas), and in the establishment of national, subregional and regional machineries for the integration of women in development. The contribution of ECA to this effort had included the establishment of the African Training and Research Centre for Women at its headquarters in 1975, the Africa Regional Coordinating Committee on the Integration of Women in Development in 1979 to serve as an advisory body on women's programme and the Subregional Committees on the Integration of Women in Development since 1978 at the Multinational Programming and Operational centres to decentralize the women's programme and strengthen its field activities. He stressed that in the future, women in Africa must play a more active role in determining national priorities and policies; in such a way they could help alleviate the present economic crisis. Great attention should be paid, he said, to developing the potential of the young girls of the region born in an independent Africa to ensure

a more self-reliant, self sustained development in the Region with women as full participants at all levels.

108. The meeting was officially opened by the President of the United Republic of Tanzania, Mwalimu Julius Kambarage Nyerere, who reiterated the support of Tanzania to the integration of women in Africa as an integral part of its economic, political and social development. He described the poverty being suffered by the African masses and said that women bore its burden most heavily. Just as women's development in Africa was dependent on national development efforts, he said, so too was national development dependent upon women without whom it could not easily take place. Women were the greatest victims of exploitation in Africa, not only through the workings of the international economic order, but also by African societies ruled by men. Women laboured long hours for little reward and frequently had no rights to property they helped their husbands acquire. Thus, while economic development was essential to women's development it did not necessarily bring women's development unless special programmes were directed towards them. Women, he said, must be involved at all levels of decision-making in the attack on poverty. However social attitudes and patterns of socialization frequently prevented their full participation. He stressed that the road to women's emancipation was not easy; it would happen only if women insisted upon it. Utilizing organizations and institutions set up for this purpose, women, in alliance with men, should wage their struggle for their just share in social development. The President's speech was unanimously adopted as a working document of the Conference.

D. Election of Officers (Agenda Item 2)

109. The following officers of the meeting were elected:

Chairperson:	United Republic of Tanzania
First Vice-Chairperson:	Algeria
Second Vice-Chairperson:	Kenya
Third Vice Chairperson:	Mali
First Rapporteur:	Liberia
Second Rapporteur:	Zimbabwe
Third Rapporteur:	Cameroon

E. Adoption of the agenda (Agenda Item 3)

110. The agenda as set forth in document E/ECA/RCIWD/OAU/1 was adopted.

111. A minute of silence was observed to commemorate the deaths since the second Regional Conference on the Integration of Women in Development (Lusaka, 1979) of Mrs. Ladi Gobir (Nigeria), Second Rapporteur at the Lusaka Conference and Mr. James Riby Williams, formerly Director of the ECA Social Development Division.

### III. SUMMARY OF THE GENERAL DEBATE

Review and Appraisal of the Achievement of and Obstacles encountered in the United Nations Decade for Women: Equality, Development and Peace in Africa (1976-1985) (Agenda Item 4)

112. The Deputy Secretary General of the World Conference on the United Nations Decade for Women Mrs. Chafika Sellami-Meslem read a message on behalf of the Under-Secretary-General for International Economic and Social Affairs Mr. Shuaib U. Yolah. In his message Mr. Yolah underscored the important role that ECA had played both in advocacy of issues concerning the role of women in economic and social development of Africa and in conducting in depth studies on the topic. He underlined the importance of the 1985 World Conference in reviewing progress on issues affecting women within the framework of the Decade and in identifying future-oriented strategies and standards for further implementation of United Nations objectives in this field, with relevance to the Third United Nations Development Decade and the Convention on the Elimination of all Forms of Discrimination against Women. He also underscored the historic importance of the town of Arusha as the setting for deliberations on a wide range of development issues.

113. The representative of ECA introduced this item which was included on the agenda in response to General Assembly resolution 38/108 of 16 December 1983 which called for Regional Intergovernmental meetings to be held to review and appraise the progress achieved and obstacles encountered in attaining the goals and objectives of the United Nations Decade for Women: Equality, Development and Peace with special reference to the sub-themes of employment, health and education. The review and appraisal was also in accord with the directives of resolution CM/Res/876 (XXXVII) of 1981 of the Assembly of Heads of State and Government of the OAU. At the same time the progress made in the implementation of the Lagos Plan of Action as it related to women in Africa would be reviewed. According to the review and appraisal conducted by the Secretariat whose results appeared in E/ECA/RCIWD/OAU/4, some notable progress in varying degrees in some areas had been made. One of the major achievements of the Decade was raising the visibility of women in the Region and bringing awareness of their vital role in Africa's socio-economic development. Major obstacles to progress stemmed from a combination of factors including the global economic situation, structural weaknesses and rigidities in the socio-economic systems of African countries, scarcity of resources and certain cultural practices and attitudes.

114. The review and appraisal of the achievements of the Decade conducted by the ECA/OAU also included consideration of the role of women in alleviating the food crisis in Africa (E/ECA/RCIWD/OAU/5), women and the Industrial Development Decade in Africa (E/ECA/RCIWD/OAU/6), women under Apartheid (E/ECA/ATRCW/OAU/7) and refugee and displaced women in Africa (E/ECA/RCIWD/OAU/8), and women and Africa's cultural identity (E/ECA/RCIWD/OAU/11). The analysis of the role of women in the solution of the food crisis in Africa showed that in spite of the growing acknowledgement of the important contributions of women to the food economy, their access to the means of

production was still limited. In the rural areas women had low life expectancies and their infants, high mortality rates. Despite the fact that Africa has more economically active women in the rural areas than other regions, they were invisible as planners and agents of change. The analysis of women in the Industrial Development Decade in Africa indicated that while equitable participation of women in the industrialization process was essential to overall and self-reliant development, this would be difficult to achieve under conditions of surplus industrial capacity, surplus unskilled labour and capital-intensive industrial policies. Women were gaining more jobs in the modern sector, but their percentage of participation was still low. They were concentrated in low-skilled manufacturing jobs and lacked union membership. In the informal sector their work was generally in non-mechanized aspects.

115. With regard to refugees and displaced persons in Africa, the representative of the OAU said that official statistics numbered 3 million refugees in the region and 10 million dislocated or displaced persons who suffered dislocation, violence, hunger, disease and powerlessness and were torn between the hope to return and the desire to integrate themselves in the new societies. The majority of refugee and displaced persons were women and children, and they suffered heavily from deteriorating conditions in host countries most of which were LDCs. In the course of this uprooting, women bore sexual exploitation and abuse. The most durable solution, he said, was voluntary repatriation; failing that, integration or naturalization in the host country were desirable alternatives.

116. With regard to apartheid, the South African regime which was also controlling Namibia stood diametrically opposed to the Decade goals of equality, development and peace. The condition of women, especially black women in the Bantustans and reserve areas, had deteriorated during the Decade. Women were severely affected by the Group Areas Act, Pass Laws and the Bantu Laws Amendment Act (section 10). However, internal and external resistance to the apartheid regime had intensified during the Decade, with women playing heroic roles in it. The suffering experienced by women and children under foreign domination, wherever it existed, must stop.

117. Referring to African women and cultural identity, the role African women have in the affirmation of cultural identity as the custodians of traditions, healers and educators of children was elucidated. African women must play a part in the realignment of educational systems to include values of African culture and civilization. The role of African women was primary in the implementation of the African Cultural Charter (1976). Actions were necessary to enhance the status of women in Africa in order to increase their ability to integrate culture into education.

118. On the topic of the review and appraisal, the Secretary-General of the World Conference said that the Conference documentation on the subject was being prepared on the basis of questionnaires sent to member States. To date 30 countries from the Africa region had replied. Eight countries from the Africa region, namely Egypt, Kenya, Liberia, Sierra Leone, Sudan, Togo, Zaire and Zambia, were members of the Preparatory Body for the Conference.

119. On the basis of statements and papers presented to the Plenary, member States reviewed progress made towards the goals of the Decade: Equality, Development and Peace. In the area of equality, many delegations noted the participation of women at levels where they had not been before the Decade, in high government and party positions, in local government, the civil service and business management. Some described the entry of women into new fields relating to science and technology. A number of countries had formed national machineries for the integration of women in development at ministerial level, while in others they had been placed within ministries. Legislation had been promulgated in a number of countries to improve the situation of working women, including equal pay for equal work, maternity leave rights. Overall, the Decade had made great progress in increasing women's social visibility and their awareness of themselves. Many countries cited their ratification of the Convention on the Elimination of All Forms of Discrimination against Women and progress made in eliminating discriminatory legislation.

120. With regard to development, the most significant progress during the Decade appeared to have been made in education, particularly for girls at primary level where near parity with boys was achieved and in adult literacy for women. A few countries were near parity at the secondary level as well. The percentage of girls at tertiary level was also increasing. Some countries attributed the improvement to changed parental attitudes regarding the value of education for girls. A few countries were making special provisions to stop the high drop-out rate of girls, attributed, inter alia, to adolescent pregnancy. Many countries were making great efforts towards improving health infrastructure and delivery, especially in rural areas, with significant improvement noted in the availability of maternal and child health and nutrition services, family planning information, with resultant declines in infant and child mortality rates. Many projects and programmes had been launched to improve the situation of women, and development assistance from international, bilateral and non governmental sources was most significant during the Decade. Nearly all countries had had projects, seminars, workshops, training, studies and publications related to improving women's condition. Special efforts had been made in several countries in introducing appropriate technology for farm and home and in other areas of rural development, including rural industries development and the establishment of centres for training rural women. Credit was becoming available to women in some countries for agriculture and housing.

121. However, peace remained the most elusive goal of the Decade for women in the region, especially as a result of the continuation of apartheid and increasing numbers of refugees and displaced women due to drought, famine, wars and internal social unrest. Progress made in this area included increased assistance to women in liberation movements and to refugee and displaced women.

122. Despite the progress made and the enormous efforts expended on behalf of women in the region at the national level, many obstacles remained to the realization of the goals of the Decade. Many felt that the greatest obstacles to the progress of women in their countries fell outside their control. As the world region with the largest number of least developed

countries (LDCs), the scarcity of resources that could be devoted to women was clearly perceived. The workings of the international economic order were exacerbated during the Decade by economic crisis in the region which affected women greatly as the most disadvantaged among the disadvantaged. With respect to equality, many delegates decried the unequal system of customary laws, which left women without property rights in marriage. In the workplace, in some countries, women did not have benefits equal to those of men.

123. In employment, although women had entered new fields and reached levels previously closed to them, the percentage of women in formal sector employment remained small. Large numbers were unpaid, underemployed and unemployed. Of those in wage labour, the majority were at low levels in unskilled jobs without access to training. Many women workers in urban as well as rural areas were being displaced by mechanization. Few were in management or professional positions, and these were slow to receive promotions. The need for increased training of women in management skills was near universal. The bulk of women in the region remained tied to subsistence agriculture, faced with drought, falling output and lack of access to inputs necessary to increase their yields and reduce their work burden. Despite major strides in the area, the health and nutritional situation of women, especially in rural areas, remained a major obstacle. Apart from the tremendous increase in the education of girls, their numbers still dropped drastically after the primary level. At post-secondary level, they remained highly concentrated in arts subjects with limited employment possibilities.

124. While many national machineries had been established during the Decade, some lost status and others remained in the planning stage. Few had the necessary requisites to secure the full participation of women in development planning. While at the higher levels, small numbers of women were achieving high positions, the lack of political consciousness on the part of women in some countries to exercise their rights remained low.

125. The efforts undertaken during the Decade needed better coordination at all levels, several felt, so that duplication could be avoided and the benefits reach more women.

126. While women's self-awareness and societal awareness of them had been major gains of the Decade, much remained to be done in the changing of mentalities. Many said their countries remained basically patriarchal with a number of socio-cultural stereotypes affecting women's full participation in all realms. Some spoke of a "backlash" phenomenon where men were feeling threatened by the efforts women were making.

#### Observer Statements

127. The representative of the Pan African Women's Organization (PAWO) stressed the need for a more equitable world order as the greatest need of African women without which the implementation of forward looking strategies would be most difficult. She underlined the horror of the daily lives of women in South Africa and Namibia, as well as in other parts of the region where there was no peace. She informed the Meeting that PAWO would organize

an All African Women's Conference in December 1984 to shed further light on these issues. All women's organizations were invited to this meeting. Several delegations underlined the important role of the OAU in promoting women's affairs in the region and called on the Secretary-General of the OAU to make its women's unit operational.

128. The Chairperson of the Africa Regional Coordinating Committee on the Integration of Women in Development reviewed the history of the Committee which had been established in 1979 and the work of the Committee in drawing the attention of governments to the problems and solutions for the problems of women in the region. She emphasized the accomplishments of the Decade in liberating women from the weight of tradition and custom and realizing the need to struggle for their self development. She underlined the importance of the media in these efforts.

129. The representative of the Organizing Committee for the NGO Forum expressed appreciation for the important position that governments and the United Nations system accorded to non-governmental organizations. NGOs she said, had played important roles in paving the way for the adoption of strategies by governments.

130. The International Research and Training Institute for the advancement of Women outlined its study on strategies for improving women's food production in Africa which were consistent with the Lagos Plan of Action. She also detailed the Institute's other programmes in areas such as improving statistics and indicators on the situation of women, incorporation of women in development planning, women and water supply and energy, and the role of women in international economic relations. She stressed the role of the Donor Roundtable that would follow this meeting in taking the lead to bridge the North-South gap. UNICEF spoke of the need for efforts to prevent the further marginalization of women in the region, given the gravity of the current economic crisis. UNICEF was ready to support these efforts by placing more emphasis on improving women's working and living conditions. The importance of self-reliance on the part of women was emphasized. UNIDO explained its mandate to promote the integration of women in industrial development which was being carried out through a series of workshops on the integration of women in the industrial planning process and programmes to increase the participation of women in industrial management and enterprise development. The fourth UNIDO General Conference had passed a resolution on the full integration of women in industrial development.

131. The Voluntary Fund for the United Nations Decade for Women outlined its programme to provide development technical cooperation for the implementation of projects of the Decade, with emphasis on assistance to poor women in least developed, island and land-locked countries. To date 37 per cent of Fund assistance had gone to Africa where food, agriculture and energy were priority sectors. The Fund had developed an investment plan for support of its activities in the Region that placed emphasis on Africa's priority sectors of food and agriculture and energy. Its implementation was to be coordinated closely with the Fund's promotion and support of its women and food cycle technologies project which would be implemented first in the Africa region. The International Labour Organisation explained its contributions to the documentation on the situation of women workers being prepared for the World Conference. Other current work included studies on women and multinationals

and the world economic condition of women. The ILO representative expressed the hope that the world economic crisis would not cause women newly entered in the labour market to fall into the ranks of the unemployed. The meeting was informed that in June 1985 the International Labour Conference would discuss equal opportunities and treatment for both men and women.

132. The World Health Organization set forth its efforts to promote self-reliance of women in Africa through a village based women and health development project which was presently underway in a number of selected villages throughout the Region. The World Food Programme stated that its programme was the largest single source of material development assistance. The programme entailed making food inputs into government projects and was targeted to reach the poor, especially women.

133. The representative of the United States of America explained her government's support for programmes in health, education and nutrition, among others, by institution building, policy dialogue, free enterprise development and the transfer of technical expertise through income-generating activities. The African Development Bank encouraged women to see to it that their governments included women's programmes in the development programme of their country and submitted same to the Bank for funding.

134. The representative of the Afro-Asian Solidarity Organization expressed the view that the inequitable distribution of wealth was the major obstacle to the advancement of women in the Region. The International Planned Parenthood Federation underlined its emphasis on the delivery of family planning information as part of integrated rural development packages emphasizing the needs of women in poor communities. They viewed family planning as a human right essential to the equality of women. The Intra-African Committee on Traditional Practices affecting the Health of Women and Children emphasized their efforts to inform African women of the negative effects of certain customary practices. The Committee stressed the importance of national activities undertaken by African women themselves. The Women's International Democratic Federation summarized its efforts on the NGO level in the framework of the United Nations Decade for Women, including the proclamation of 1975 as International Women's Year. It expressed its particular concern over the effects of transnational corporations, the arms race and apartheid on the situation of women in the Region. The organization had undertaken an appraisal of the achievement of the Decade which it submitted to the Meeting.

135. The International Alliance of Women reminded the Meeting of the role NGOs had played in the formation of the United Nations Commission on the Status of Women. She urged African NGOs to secure autonomy for themselves in order to increase their visibility in the Region. She also underscored the importance of achieving peace first at the national level before it could be achieved internationally. The Associated Country Women of the World stated that priority areas for action included national actions to stabilize rural areas, including integrated rural development, to stem urban drift, and making national machineries for women focal points for information and communications.

136. The Chairperson summarized the general debate on agenda item 4, noting that women in the Region were far from achieving full equality. So far their representation at decision-making levels had only been token. They needed greater access to the fruits of their labours. In industry they could make little progress in view of the overall stagnation in this sector. Given the situation of women under apartheid, peace was far from hand. Women in the region should not rely on external aid but should turn to self-reliance, she stressed. She urged delegates to the Nairobi Conference to seek substance and not be taken in by slogans.

F. Forward-Looking Strategies for African Women to the Year 2000 (Agenda item 5)

137. On behalf of the Meeting secretariat, the Rapporteur of the Expert Group Meeting on Forward-Looking Strategies for the Advancement of Women in Africa which had met in Arusha 4-6 October 1984 introduced the report of that Meeting (E/ECA/RCIWD/OAU/9) the second part of which comprised recommendations for forward-looking strategies, for the consideration of the Meeting. She explained that the document saw the themes of equality, development and peace inextricably linked in the Region. The preamble stressed that the strategies had been proposed to find ways for African women to advance despite the economic crisis and severe structural problems of the Region. The document acknowledged the important role of existing strategies, such as the Lagos Plan of Action, but stressed the need to underline and incorporate more centrally the crucial needs and potential contributions of African women to the solution of Africa's development problems.

138. The areas and issues addressed in depth by the document included basic obstacles to the advancement of women in Africa, outlining strategies for their amelioration in agriculture and food production, industrial development, human resources development, apartheid in South Africa and Namibia and refugee and displaced women. Strategies to monitor changes in the situation of women in Africa were also set forth.

139. The Secretariat proposed that a new preamble of three paragraphs constitute the introduction to the forward looking strategies. This was amended and adopted.

140. Amendments were made from the floor and adopted on paragraphs 1-17 of the draft general framework and basic obstacles. The Secretariat noted the changes for incorporation in the final document.

Work of the Committees

141. Two Committees were established to consider the recommendations for forward-looking strategies for the advancement of women in Africa. Committee I was charged with recommendations at national level, while Committee II considered them at regional and international levels. Committee I was chaired by Kenya, with Zimbabwe serving as Rapporteur. Committee II was chaired by Algeria with Cameroon acting as Rapporteur.

142. The Committees presented their reports to the final plenary session of the meeting where they were adopted by consensus. The Reports of the Committees were utilized by the Secretariat in revising E/ECA/RCIWD/OAU/9, the final text of which appears as section I.A. of this report - the Arusha Forward-Looking Strategies for the Advancement of Women in Africa Beyond the United Nations Decade for Women.

G. Preparations for the World Conference on the United Nations Decade for Women (Agenda item 6)

143. The Secretary-General of the World Conference explained that the agenda for this Meeting was in consonance with the agenda of the Nairobi Conference. The other three regional intergovernmental preparatory meetings would take place soon, and the Third Session of the Preparatory Body would meet in Vienna in March 1985. She noted the important part being played by the United Nations system in the preparation of conference documentation. She urged assistance to LDCs to attend the Conference in order to ensure universal participation. The representative of Kenya made a detailed presentation of the extensive preparations being made by Kenya for both the World Conference and the NGO Forum. National committees had been set up to handle all logistical aspects.

H. Other Business (Agenda item 7)

144. The Chairperson and the Secretary-General of the World Conference spoke on the importance of the declaration of 1985 as International Youth Year, which shared the themes of development and peace with the Decade on Women. The Year was extremely important for Africa where the majority of its population was composed of young people. Africa had participated in the Regional Intergovernmental Preparatory Meeting for the Year, and national coordinating structures had been set up. The importance of recognizing the needs of young girls in the Year was underlined.

IV. Adoption of the Report (Agenda item 8)

145. The Rapporteur introduced the draft report of the Conference at the plenary meeting on 12 October 1984. The Conference considered the report and adopted it with certain amendments.

146. Two resolutions were adopted by the Conference (see Chapter I for their texts). Votes of thanks were adopted to the President, the Government and the people of Tanzania for hosting the meeting and to the OAU and ECA for organizing it.

V. Closure of the Meeting (Agenda item 9)

147. The representative of the OAU congratulated the meeting for successfully preparing a common African position to present to the World Conference at Nairobi and for having adopted its report without reservations. The representative of the Economic Commission for Africa stressed the importance of the Arusha Strategies that had been adopted. The Secretary-

General of the World Conference looked forward to the Nairobi conference, expressing her hope that it would be a symbol of the unity of African women and of their solidarity with women of the whole world. The Chairperson of the Conference underlined the determination and seriousness with which participants had worked throughout the meeting and the regard of the Government of the United Republic of Tanzania for the significance of the Meeting. She then declared the Meeting closed.

LIST OF DOCUMENTS

<u>Title</u>	<u>Symbol</u>
Provisional Agenda	E/ECA/RCIWD/OAU/1
Annotated Provisional Agenda	E/ECA/RCIWD/OAU/2
Programme of Work	E/ECA/RCIWD/OAU/3
Review and Appraisal of the Achievements of and Obstacles encountered in the United Nations Decade for Women: Equality, Development and Peace in Africa	E/ECA/RCIWD/OAU/4
The Role of Women in the Solution of the Food Crisis in Africa	E/ECA/RCIWD/OAU/5
Women and the Industrial Development Decade in Africa	E/ECA/RCIWD/OAU/6
Women and <u>Apartheid</u>	E/ECA/RCIWD/OAU/7
Refugee and Displaced Women in Africa	E/ECA/RCIWD/OAU/8
Report of the Expert Group Meeting on Forward-Looking Strategies for the Advancement of Women in Africa Beyond the End of the United Nations Decade for Women	E/ECA/RCIWD/OAU/9
Women in Africa to the Year 2000	E/ECA/RCIWD/OAU/10
Women and Cultural Identity in Africa	E/ECA/RCIWD/OAU/11
ECA and Africa's Development, 1983-2008	E/ECA/RCIWD/OAU/12
Speech of President Nyerere	E/ECA/RCIWD/OAU/13