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REPORT OF THE REGIONAL CONFERENCE ON THE INTEGRATION OF
WOMEN IN THE ECONOMIC AND SOCIAL DEVELOPMENT
OF LATIN AMERICA

Havana, Cuba, 13-17 June 1977

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Part I

ORGANIZATION OF THE CONFERENCE

Venue and duration

The Regional Conference on the Integration of Women in the Economic and Social Development of Latin America, convened by the secretariat of the Economic Commission for Latin America (CEPAL), was held from 13-17 June 1977 in Havana, Cuba, in conformity with the decision taken at the seventeenth session of the Commission (Guatemala City, 25 April - 5 May 1977).

Attendance

The Conference was attended by representatives of the following member states of the Commission: Argentina, Barbados, Bolivia, Brazil, Canada, Colombia, Cuba, the United States of America, France, Guyana, Honduras, Jamaica, Mexico, the Netherlands, Panama, Peru, the Dominican Republic, Trinidad and Tobago and Venezuela.^{1/}

Inauguration and opening speeches

The inaugural ceremony of the Conference took place on the morning of 13 June 1977 and was attended by Dr. Carlos Rafael Rodríguez, Vice-President of the Council of State and the Council of Ministers, and other high officials of the host country and members of the diplomatic corps.

Opening statements were made by Mr. Héctor Rodríguez Llompart, Minister-President of the State Committee on Economic Co-operation, on behalf of the Cuban Government, Mrs. Anasixta González de Cuadros, representative of Colombia and President of the United Nations Commission on the Status of Women, who spoke on behalf of the participating delegations, and Mr. Enrique V. Iglesias, Executive Secretary of CEPAL.

At the first plenary meeting, Mrs. Vilma Espín, head of the Cuban delegation, spoke after accepting the presidency.^{2/}

At the afternoon plenary meeting on 15 June 1977, Mrs. Helvi Sipilä, Assistant Under-Secretary and Director of the

^{1/} The complete list of participants in the Conference may be found in Annex 1 of this report.

^{2/} Her statement, as well as those mentioned above, may be found in Annex 2.

United Nations Centre for Social Development and Humanitarian Affairs, addressed the Conference, stressing the significance of the work being conducted in accordance with the mandate of the World Plan of Action.

Election of Officers

The following Officers were elected at the first plenary meeting:

Chairman: Vilma Espín (Cuba)
First Vice-Chairman: Carmen McGregor (Jamaica)
Second Vice-Chairman: Bertha Zuno Arce (Mexico)
Rapporteur: Edith Márquez de Pereyra (Venezuela)

Agenda

The provisional agenda presented by the secretariat (document ST/CEPAL/Conf.61/L.1) was approved without any changes by the Conference as follows:

1. Election of Officers
2. Approval of the agenda
3. Consideration of the Regional Plan of Action on the Integration of Women in the Economic and Social Development of Latin America
4. Consideration and adoption of the Final Report of the Regional Conference to the Economic Commission for Latin America.

Organization of work

On Monday morning, 13 June, there was an informal meeting of heads of delegations chaired by the Executive Secretary of CEPAL. It was agreed at the meeting to use the Draft Regional Plan of Action on the Integration of Women in the Development of Latin America (document E/CEPAL/L.146) as the basic working document of the Conference ^{3/} and the order of dealing with the various sections was established, ending with the institutional aspects. A time limit for the delegations to present written amendments to the Draft Regional Plan of Action was also set.

^{3/} The list of documents distributed appears in Annex 3.

Part II

GENERAL CONSIDERATION AND ADOPTION OF THE REGIONAL PLAN OF ACTION

At the beginning of the first plenary meeting, the secretariat's representative made a summary presentation of CEPAL's activities in the field of the integration of women in Latin American development, the other work and responsibilities of CEPAL and its secretariat and, as a final point, of all the economic and social activities of the United Nations system in the region, in accordance with the pertinent resolutions of the United Nations General Assembly and the Economic and Social Council.

Several delegations made general suggestions concerning the aforementioned Draft Regional Plan of Action and reported on various aspects of the status of women in their respective countries. In general, they agreed on emphasizing the significance of the present Regional Conference as well as on the importance of having a regional plan of action as soon as possible in order to facilitate co-ordination of activities at the national, sub-regional, regional and international level for the full integration of women into Latin American economic and social development.

In the course of the exhaustive analysis made by the conference participants on various topics and measures proposed in that document, a number of modifications were introduced and are incorporated in the text of the Regional Plan of Action approved by general consensus at the final plenary meeting of the Conference, which appears in Part IV of this report. The Conference also adopted a resolution recommending the Executive Secretary of CEPAL to convene an extraordinary session of the Committee of the Whole of CEPAL in the course of 1977 for the final adoption of the Regional Plan of Action for the integration of Women in Development and also recommending the adoption of certain measures in connexion with the implementation of the Plan.^{4/}

The Conference empowered the secretariat of CEPAL to make changes of form and presentation as required and also to make any last-minute additions which might be needed.

^{4/} The full text of this resolution is given in Part III of this report.

Part III

RESOLUTION RECOMMENDING APPROVAL OF THE REGIONAL PLAN OF
ACTION FOR THE INTEGRATION OF WOMEN INTO LATIN
AMERICAN ECONOMIC AND SOCIAL DEVELOPMENT
AND MEASURES FOR ITS IMPLEMENTATION

The Regional Conference on the Integration of Women into Latin
American Economic and Social Development

Taking into account the need to adopt appropriate measures to change the situation facing Latin American and Caribbean women, and to facilitate their complete integration into the process of development;

Considering that the Regional Plan of Action for the Integration of Women into Development has been discussed and approved;

Aware of the mandate the Regional Plan of Action for the Integration of Women into Latin American Economic and Social Development has given CEPAL to convene under its auspices "on a permanent and regular basis at periods no longer than every three years, a Regional United Nations Conference on the Integration of Women into Latin American Development;"

Recalling resolution 3520 (XXX) adopted on 15 December 1975 by the United Nations General Assembly, according to which a World Conference of all States shall be convened in 1980 to analyse and evaluate the progress made in achieving the goals set by the United Nations Decade for Women, and the 1975 World Plan of Action approved in Mexico by the World Conference of International Women's Year,

Recommends:

1. That the Executive Secretary of CEPAL should convene an Extraordinary Session of the Committee of the Whole of the Commission during 1977 to give final approval to the Regional Plan of Action for the Integration of Women into Latin American Economic and Social Development and to adopt the necessary measures to guarantee its rapid and effective implementation;
2. That the Executive Secretary of CEPAL should be kept informed of the progress made in implementing the Regional Plan of Action and should maintain contact with the Officers of the Conference and the governments of the region concerning progress toward implementing programmes in the field of women's integration into development, 5/

5/ See paragraph 88(2) in Part IV of this report.

and that the Officers should meet from time to time as they deem advisable in order to fulfill this objective.

3. That the Executive Secretary, in consultation with the Officers of the Conference, should convene the Regional Standing Conference on the Integration of Women into Latin American Economic and Social Development in the course of 1979, as a Latin American and Caribbean regional preparatory activity for the World Conference to be held that same year.

4. That CEPAL should bring together a group of government experts in order to make an appraisal, prior to the World Conference, of the implementation of the Regional Plan of Action for the Integration of Women into Development and to place that appraisal before the Officers of the Regional Conference before the convening of the latter for their information, study and views.

5. That the CEPAL secretariat should make all the arrangements needed for the effective holding of these meetings.

Part IV

REGIONAL PLAN OF ACTION FOR THE INTEGRATION OF WOMEN INTO LATIN AMERICAN ECONOMIC AND SOCIAL DEVELOPMENT

I. INTRODUCTION

1. The World Conference of the International Women's Year held in Mexico in 1975 affirmed in its Declaration that the status of women is inseparable from the development process. It also recognized that the current situation in the political, economic, social and cultural spheres, both national and regional, prevents the full utilization of women's human and material potential in the development process so that it is necessary to seek ways of transforming the conditions existing in the region.
2. The question of the inequality of the vast majority of the Latin American female population is indeed closely linked with the problem of under-development, which exists not only because of inadequate internal structures but also as a result of a profoundly unjust world economic system.
3. However, although the elimination of under-development is an indispensable requirement for the full emancipation of women, it does not ensure the immediate elimination of the discrimination which afflicts them, resulting from the implantation and persistence of age-old prejudices and their low educational, technical and cultural level which greatly limits their access to and incorporation into work. The struggle against under-development must therefore be combined with the adoption of measures for the immediate and speedy integration of women into national and international life as an important element for development, the maintenance of peace and regional co-operation. Thus, as women become more aware of this fact they will become natural and active participants in the struggle against all types of domination. They thus constitute enormous social potential for the socio-economic transformation needed by the region.
4. Our region is characterized by a high rate of unemployment and underemployment. This phenomenon is proportionally greater in the case of women, and at times reaches rates three times higher than those for men of the same age groups. This chronic situation tends to be aggravated by the unjust system existing in international economic relations.
5. Women have played an important role in the history of mankind in the struggle for national liberation, political and economic independence, the strengthening of international peace, the

/elimination of

elimination of colonialism, neocolonialism and imperialism, foreign occupation, foreign domination, racism, apartheid and all types of discrimination.

6. During recent decades there has been an intensification of the incorporation of women into the political life of their countries and of their struggle for structural changes which would eliminate the social roots of the discrimination against them.

7. The United Nations has played an important role in the efforts aimed at equality for women. The General Assembly has approved basic resolutions and key documents such as the Declaration on the elimination of discrimination against women which have contributed to the struggle to secure the full integration of women into development. Similarly in seminars such as those of Caracas and Buenos Aires and the World Conference in Mexico, which gave rise to the World Plan of Action, the basic principles for advancing in the struggle for the liberation of women have been reaffirmed.

8. There is an urgent need for the regional community to adopt measures in keeping with the needs of the countries of Latin America in order to co-operate with them to accelerate the rate of their economic development and significantly improve the standard of living of their peoples, paying particular attention to the situation of women who, as in other regions of the world, live and confront every day an endless series of political, social and economic problems that are particularly serious and pressing in the under-developed world.

9. It is thus essential to take action aimed at making effective the New International Economic Order, of which the Charter of the Economic Rights and Duties of States constitutes a fundamental element since it is based on equity, sovereign equality, interdependence, common interest and co-operation between all States, whatever their economic and social systems.

10. The purpose of this document is to present a minimum action programme, within the framework of principles of justice, equality and respect for State sovereignty, aimed at the promotion of equality of opportunity and responsibility for women in the common effort to overcome the obstacles which hinder the development of both men and women as individuals and as members of a society.

11. In accordance with paragraph 28 of the World Plan of Action, which states that "since there are wide divergences in the situation of women in various societies, cultures and regions, reflected in differing needs and problems", each country should establish its own national strategy and the interdisciplinary and multilateral machinery in its government structure to ensure the application of recommendations of importance within the framework of its needs and priorities.

/12. It

12. It is essential that these recommendations should be incorporated in development plans and programmes and in sectoral analyses, so that the machinery for the integration of women in development may be an integral part of the International Development Strategy in the Second United Nations Development Decade, in observance of the Universal Declaration of Human Rights and the Declaration on the elimination of discrimination against women, and in order to contribute effectively to its adjustment to the principles and postulates of the New International Economic Order.

II. ACTION AT THE NATIONAL LEVEL

A. FUNDAMENTALS

1. Structural changes

13. The issue of inequality and discrimination, as it affects the vast majority of the women of the world and as it manifests itself in the permanency of age-old prejudices and women's low educational level, is closely linked with the problem of under-development, which is mainly the result of unsuitable internal structures and a profoundly unjust world economic system.

14. The problems which hinder the participation of women in the economic, political, social and cultural life of their countries are closely linked with the general state of under-development. It is therefore fundamental to effect, on the one hand, the necessary changes in socio-economic structures and, along with them, specific actions that tend to change the Latin American woman's situation so that she is an initiating and active agent in changing the existing structure and a determining factor in achieving full equality of the human couple. Particular attention must be paid to women in rural areas, as it is well known that the region is characterized by the uneven development of the city and the countryside, to the detriment of the latter. This implies that the situation of women in rural areas is worse; they suffer not only from isolation, but also from lack of education, employment and other evils which cause them to migrate to the cities in search of work, with the corresponding sequel of prostitution, begging and growth of slum areas.

15. There is therefore a pressing need to implement strategies to eradicate the evils which affect women in rural areas.

16. Action proposals:

(a) To governments

- (1) To implement the necessary profound changes which will make possible the solution of the problems facing women in the political, economic, social and cultural fields.
- (2) To effect economic, political and social structure changes in Latin America, by promoting Latin American unity and strongly defending the sovereignty of States, their natural resources and all their economic, political and social activities.
- (3) To support all multinational enterprises, regional producers and similar bodies which offer possibilities for an increase of national workers in the work force, under optimal conditions, in order to contribute to eliminating the structural deformation of Latin American economies and their foreign dependency.
- (4) To back SELA and its Action Committees as well as all Latin American co-operation bodies, as a genuine expression of the development of collaboration and unity among the countries of the region.
- (5) To formulate and implement rural and urban development programmes, particularly those which benefit women.
- (6) To formulate and implement programmes of integrated rural development which provide for structural changes, agrarian reform, employment policies, the creation of co-operative organizations of workers and small-scale industry, education, health and welfare services, price-fixing, marketing and financing and credit services.
- (7) To promote and strengthen popular participation, especially of women, at every level, including the decision-making level, particularly by means of elections.
- (8) To take steps to ensure the redistribution of resources and income to the under-privileged rural and urban groups, which will benefit the majority of the population.

(b) To women

To participate actively in implementing all the actions proposed, at all levels, using and/or creating the appropriate means and mechanisms to do so.

2. Legislative measures

17. It is evident that legislation, in so far as it affects women, impedes their integration into development; while it is true that legislative measures are not in themselves sufficient to ensure women's equality, the elimination of all discriminatory criteria opens the way to equality.

18. The de facto discrimination that exists in all our countries has its basis and effectiveness in de jure discrimination and it is urgent to take measures of a legal nature that ensure the legal equality of the sexes.

19. Action proposals:

To governments

- (1) To revise existing legislation in order to eliminate those aspects that affect the legal and social status of women and prevent their full integration into society.
- (2) To adopt legislative measures that ensure women's full legal equality with men.
- (3) To eliminate discrimination against women because of race, religion, national origin, civil status or any other reason, through the adoption of legislative or any other measures.
- (4) To adopt legislative and administrative measures that ensure women's full political, cultural, economic and social participation.
- (5) To ratify the international agreements and treaties on women's status and put them into practice.
- (6) To revise the relevant international instruments in order to eliminate outdated standards and seek to update them.

3. Administrative machinery

20. The World Plan of Action and the Caracas and Buenos Aires Seminars, recognized the need for interdisciplinary, multisectoral machinery at the national, regional and interregional levels for the formulation and implementation of policies and proposals aimed to secure the objectives of equality and integration for women.

/21. Action

21. Action proposals:

- (1) Governments, in accordance with their own administrative systems of work, should immediately establish and strengthen machinery with adequate staff and budgets for the purpose of accelerating the achievement of the objectives of the global, regional and national plans within the Decade for Women.
- (2) The functions of the machinery established by governments should include the following:
 - (i) To recognize and affirm the dignity of women as human beings, constantly taking into account their status as productive citizens and consumers;
 - (ii) To increase the qualitative and quantitative participation of women in development programmes;
 - (iii) To conduct research to determine objectively the real position of women and the factors that negatively influence this position, as the necessary base for diagnosing, formulating policies and drafting proposals aimed at fully incorporating women into the process of integral development;
 - (iv) To consider and promote policies, action and programmes aimed at integrating women fully into the economic, political and social development process;
 - (v) To combat the persistence of current attitudes on the traditional functions assigned to the sexes through changes in the educational systems and traditional cultural patterns;
 - (vi) To combat the factors which cause the marginalization of women from economic, political and social development and to act as a communication channel to ensure that the points of view of women are recognized and reflected in government policies;
 - (vii) To participate in co-ordinating inter-institutional action in programmes and plans that seek and foresee the incorporation of women into development and in the supervision, control and evaluation of their implementation;
 - (viii) To devise and propose the necessary measures for the establishment of programmes and action to secure for women equality of rights, opportunities and access to work, education, specialization, professional and technical training, equal pay for equal work, assistance, pensions and social security;

/ (ix) To

- (ix) To struggle to eradicate from the mass media stereotypes and taboos and the image of women as an object.
 - (x) To inform and advise women on the rights offered to them both by national legislations and by international agreements and conventions;
 - (xi) To revise the legislation existing in countries and to propose the necessary changes to eliminate all the norms which discriminate against women;
 - (xii) To urge governments to implement the international conventions and to revise and modify the laws which contradict these conventions;.
 - (xiii) To widely disseminate the obligation of the human couple to share family responsibilities and the right and obligation to participate in and share the efforts, actions and responsibilities of social, political and economic development.
- (3) It is considered that the minimum functional structure should include inter alia, the following spheres:
- (i) participation in the formulation of national plans, policies and programmes, co-ordination and promotion;
 - (ii) research and diagnosis; (iii) programming and evaluation; (iv) documentation and information; (v) public relations and publicity; (vi) guidance and advisory services; (vii) relations with regional and international bodies.
- (4) For its operation, the following bodies should be set up:
- (i) A general co-ordination body responsible for planning, directing and co-ordinating the directives and policies of the mechanisms, in accordance with the national development plans;
 - (ii) An executive body responsible for supervising and controlling the implementation of the policies and plans approved by the competent bodies.
- (5) Sectors such as the following could be represented in the organization: (i) ministries and government bodies; (ii) public and private bodies; (iii) women's organizations; (iv) co-operatives; (v) voluntary organizations; (vi) rural women; (vii) housewives; (viii) ethnic and religious groups; (ix) employers, workers, trade unions and other organizations; (x) well-known persons with specialized knowledge; (xi) student organizations.

/ (6) Specialists

- (6) Specialists in this field chosen in consultation with the relevant organizations should participate in the organization and operations of these bodies; they would interpret and protect the rights and interests of women and could influence the planning of policies which respect and enforce the principles of the United Nations Charter, the Universal Declaration of Human Rights, and in particular the Declaration on the elimination of discrimination against women.

B. MEASURES FOR THE INCORPORATION OF WOMEN IN ACTIVE ECONOMIC, POLITICAL, SOCIAL AND CULTURAL LIFE

1. Employment

22. In the majority of Latin American countries it may be observed that a very low percentage of women is incorporated in the labour force. Most of them carry out unskilled work. The higher rate of female economic activity shows a distortion as regards both sectoral occupation and age. It is concentrated in the service sector, especially domestic work, including unpaid family workers. Women are frequently the object of discrimination and exploitation as regards pay, working conditions and hiring practices. In general there are real limitations on the incorporation and retention of women in work, and this hinders their participation in the political, economic and social life of their countries.

According to current data, the female work force is concentrated in the cities and primarily in the large capitals, where the greatest quantity of services and jobs traditionally attributed to women are grouped together, and yet where they do not have the social and educational facilities to enable the great majority of them to remain employed. Against the background of the chronic unemployment and under-employment affecting the region, this further worsens the position of women.

23. Action proposals:

(a) To governments

- (1) To adopt legislative measures and formulate the employment policies necessary to ensure equality of opportunity and treatment of women workers in both the public and private sectors, including equal pay for work of equal value and equality in promotions, working conditions and social benefits.

/(2) To

- (2) To formulate and execute government planning policies that provide for the effective integration of women in rural development, with a view to reducing their migration to urban areas which only worsens the problem of "marginality".
- (3) To draw up government development plans that include training and vocational education courses for women in urban and rural areas in order to prepare them to participate more effectively in the national labour force and contribute to the development of their communities.
- (4) To promulgate measures which prohibit the employment of minors and regulate the employment of adolescents, while providing these groups with easy access to education and training, as well as professional and technical preparation.
- (5) To promulgate and implement labour legislation recognizing the employment status of domestic workers and providing them with the same rights to work benefits and social security as accorded to other paid workers, including the right to organize trade unions and guaranteed minimum wages.
- (6) To recognize, support and promote the right of workers to organize representative trade unions and associations which strive for equal opportunities and working conditions for all workers, including women, in the public, private, domestic and rural sectors, so that the benefits of trade unionism and collective bargaining may be known and enjoyed by more women workers, thus improving their economic status.
- (7) To review national labour legislation, eliminating so-called "protective laws" that tend to cause discrimination against women by excluding them from certain jobs, and to pass new laws which prohibit discrimination against women and minority groups.
- (8) To ratify and implement ILO Conventions, especially Conventions Nos 100 and 111 which deal with equal pay for work of equal value and discrimination against women workers, and to request the ILO to revise its other conventions in order to eliminate from them the protective provisions that discriminate against women.
- (9) To undertake an immediate study and review of job evaluation systems in co-operation with CEPAL, ILO (PREALC) and other competent bodies in order to promote equality of remuneration and upgrade the employment sectors where women tend to be concentrated.

/(10) To

- (10) To take measures to establish mechanisms for controlling and eradicating the practice of sexual coercion of women as a condition of employment and promotion.

(b) To governments and other concerned bodies

- (1) To actively promote, through governments, employers, trade unions and other organizations, the effective access of women to employment, particularly in the non-traditional and better-paid sectors from which they have been traditionally excluded.
- (2) To guarantee for women through governments, employers and trade unions, under equal conditions with men, the full enjoyment of social security, pension, insurance and any other benefits which may be included in national labour legislation, labour-management agreements or collective contracts.
- (3) For all governments, employers and trade unions to adopt measures to provide for flexible work schedules and part-time employment opportunities in those sectors where this is feasible, ensuring that part-time workers are covered by social security, pension and other benefits, thus encouraging the increased integration of women into the labour force and making it possible for them to contribute better to overall national development.
- (4) For governments, employers and trade unions to adopt and actively support legislative measures which guarantee the rights of pregnant workers to paid leaves of absence before and after delivery without the loss of job, promotion, pension, seniority or other rights, and to provide facilities for the working mother to nurse her child.
- (5) In line with overall development plans, for governments and involved organizations to promote the increased participation of women in agricultural co-operative activities, thus contributing to the more effective integration of women in food production, higher community earnings, stronger self-help programmes and improved standards of living.
- (6) That governments and involved organizations should make provisions in designing development plans, for programmes to train women in the techniques of the production, processing and marketing of rural products.

/(7) To

- (7) To create employment and develop rural areas which are losing population and provide jobs for women, particularly young women who tend to migrate, in order to encourage them to remain in their place of origin.
- (8) For labour organizations to adopt policies to increase the participation of women in their activities at all levels, including leadership positions; to recognize the special needs of women members by incorporating these needs in collective agreements, and to carry out organizing campaigns in sectors where women workers are concentrated in order to improve the economic status of women workers and contribute to national development.
- (9) For trade unions to promote the creation and strengthening of women's sections to contribute with their specialized work to greater participation by women in all aspects of labour.

2. Education

24. Education is an essential factor in the economic and social development of peoples and a basic right of men and women as social beings; to receive it is therefore a principle of equity and justice which cannot be foregone without violating a universal standard.
25. Women represent a high percentage (between 60 and 80 per cent) of the total illiterate population. Even in the countries considered to be of a higher cultural level, the percentage of women with secondary, special and higher education is very low.
26. There is also discrimination in the nature and content of the education provided and in the options offered to girls, which tend to restrict them to stereotyped roles and occupations.
27. The impossibility of access to education by majority groups of the population, particularly women, has led the latter to turn to the traditional sectors of the economy, basically domestic services, trade, artisanal activities and agricultural work.
28. There is also the special problem of young people leaving school for economic reasons, because of their need to go to work to contribute to the family income, because of pregnancy, or other factors.

29. Action proposals:

- (1) To conceive and programme formal and informal education as an integral part of a national development strategy suitable for accelerating the integration of women in development and promoting social equality and their self-fulfilment.
- (2) To adopt an education policy which provides equality of opportunity for men and women in both rural and urban areas, regardless of race, colour, creed and religion, thus making education accessible for all members of society.
- (3) To revise and update legislation on education with the precise objective of making it more accessible to the general population and especially to children and young people, and to provide the means to ensure its application.
- (4) To create new programmes and strengthen those already in existence to eliminate illiteracy, establishing a fixed time for its elimination, and also to devise post-literacy programmes which prevent the loss of literacy through lack of use. To determine the causes which produce a higher rate of illiteracy among the female population, and take the necessary steps to eradicate them.
- (5) To establish free and compulsory primary education and free secondary education, ensuring attendance through suitable means with the support of social organizations, and making an effort to provide children and young persons with all the resources of education: textbooks, transportation, food, etc.
- (6) To establish coeducation at all levels as a means of obtaining better education and suitable relationships between the two sexes.
- (7) To reorient the function of schools so that they become multiple-training centres and nuclei for social development, by linking the content of programmes and teaching methods with productive activities which already exist or which should be carried out for development, as well as health, nutrition and other programmes.
- (8) To increase women's incorporation into high school, pre-university, university and post-graduate education through national scholarship plans and educational loans and by using the scholarship programmes offered by countries inside or outside the area, as well as programmes for bilateral and multilateral technical assistance and those offered by international organizations.

/(9) To

- (9) To foster a suitable relationship between the demand for human resources posed by the country's development and the supply provided by the educational system in terms of the country's resources, establishing effective educational and vocational guidance services and eliminating the taboos that limit women's entry into technical careers.
- (10) To adopt concrete measures for women to be drawn to, enter, become established in, and re-enter the various levels of education by providing them with facilities such as study by audio-visual systems, the extension of non-academic and irregular education, open education, correspondence courses, supervised studies and other forms of training.
- (11) To establish education programmes aimed at training the women of rural and indigenous areas and of the marginal urban zones, so as to furnish them with meaningful apprenticeships for meeting the priority needs recognized by the community.
- (12) To carry out a reform of the educational system designed to: (i) preserve national cultural values by promoting historical research and protecting ethnic groups by providing them with education in their own languages; and (ii) revalue in texts and other educational material the role which women can and should play, with a view to eliminating the distorted image of them generally offered by the prevailing cultural patterns.
- (13) To include in school programmes suitable courses on family life, administrative, agricultural and industrial topics and methods, and topics related to various professions which facilitate the incorporation of women into urban and rural working life in skilled positions.
- (14) To set up orientation programmes to raise the level of awareness of parents and teachers about the need for women to participate fully in and complete all levels of education.
- (15) To organize permanent education programmes with a view to raising the educational levels.
- (16) To establish broad plans of scholarships, educational credits, grants and other measures which guarantee the education and training of young people who for various reasons have limited access to educational centres.

- (17) Day care and similar facilities should be provided for women and girls who have responsibility for the care of children, to allow them to continue their studies.
- (18) To revise, discuss and edit school texts and teaching materials used in school education programmes in order to eliminate from them the traditional stereotypes of men and women, this revision, discussion and editing being carried out in each country by groups of interdisciplinarian technical specialists, taking national interests into account and avoiding cultural penetration.
- (19) To promote pre-school education as a means of achieving a more complete education, since it enables the student to develop integrally both as an individual and as a social being. This pre-school education should be directed by education ministries or by the institutions which each country considers to be the most practical and viable for the implementation of these programmes.
- (20) To produce, in each country of the region, audiovisual and other educational materials that permit and facilitate development of the concept of equality between men and women and that can be reproduced and used by the respective educational system.
- (21) To create awareness of and attend to the educational needs and special problems that women and young people with physical and mental handicaps confront.
- (22) To develop specific educational programmes that permit young people who have not finished their studies because of early pregnancies and other causes to be trained for participation and integration in development.
- (23) To see that the scholarship plans drawn up by international agencies for the region are oriented toward offering educational opportunities in priority areas determined by the governments, and that they are aimed at women as well as men.
- (24) In recognition of the contribution being made by those students who legitimately have to lose school hours in the interest of the family economy and consequently the national economy, governments should develop programmes that help those students enter, remain and advance within the formal educational system.

3. Health

30. According to CEPAL and United Nations studies the health problem in the region is alarming. Low life expectancy, high mortality rates and the region's critical public health situation highlight the differences which exist between the health and living conditions of the Latin American countries and those of the developed countries of the world. This is all the more worrying if one bears in mind the great differences which exist in this field among the different countries of the region and among the different social groups and regions within each country.

31. Suffice it to say that, according to CEPAL figures, 1,000,000 children under the age of five died between 1965-1970, whereas if the mortality rates of the developed countries had existed this figure would have dropped to 300,000. The hospital bed situation is likewise critical: most countries have no more than 2.5 beds per 1,000 inhabitants. There is a similar shortage of doctors, to the point that in one country of the region, for example, there was only one doctor for every 13,264 inhabitants in 1972.

32. Most of the population live in unhealthy conditions, undernourished, ignorant of the elementary standards of hygiene, and without access to health resources, because of the unjust distribution of wealth.

33. Because of the special care they need during pregnancy, childbirth and lactation, women, together with children, are worst affected by the situation. There is also the problem of the increasing cost of medicines and the monopolistic control exercised over them by transnational enterprises as well as the shortage of available and suitable medical resources.

34. Action proposals for governments and their competent bodies:

- (1) To make the population aware of its right to health, through the mass communication media and other means.
- (2) To provide free access to health services, to cover all the needs of the population in the different countries of Latin America.
- (3) To broaden the medical and paramedical infrastructure and services to achieve full and suitable medical coverage for the entire population.
- (4) To ensure sufficient investment in public health programmes, particularly in rural zones and marginal urban areas, which benefit the entire population without discrimination on any ground.

/ (5) To

- (5) To formulate programmes to reduce mortality among mothers and babies by improving nutrition, hygiene and health services for mothers and children and by educating parents.
- (6) To review public health programmes periodically and adjust them to the needs of the population.
- (7) To develop special plans for mother and child health within the framework of overall and community medical services by providing prenatal, postnatal and childbirth services and gyneco-obstetric services.
- (8) Likewise to develop programmes aimed at providing special services for adolescent girls and for women past child-bearing age.
- (9) To guarantee free access to medicines through public health institutions and to adopt measures to avoid, by all possible means, the negative effect on the price and distribution of medicines stemming from the control of production and distribution by the transnational corporations.
- (10) To exercise effective control over medicines whose improper use represents a health hazard, and over those which are harmful to health.
- (11) To establish priority national food and nutrition policies which ensure rational consumption by the population groups most vulnerable from the social and biological standpoints (such as pregnant women, babies, children, adolescents, old people, etc.).
- (12) To encourage breast feeding during the early months of the life of the child as the natural basic feeding, as well as the consumption of natural foods, because of the benefit this represents for the child's physical and mental health and future development, taking into account the nutritional needs of the mother who suckles her child. In addition, to put an end to all propaganda aimed at encouraging nutritional practices based on artificial feeding, to the detriment of breast feeding.
- (13) That governments be urged to prepare the necessary statistical data on the state of health and sanitary facilities of the country and to set minimum health care levels according to internationally defined health standards.

4. The family

35. The family is the nucleus which generates and transmits the values, norms and attitudes which orient the individual and collective conduct of the members of a society. As the mediating institution between the individual and the social group it is particularly important as regards the situation of women and the possibility of broadening their social participation and eliminating the factors of the discrimination against them.

36. The family in most cases inculcates and promotes among its members activities and vocations which are based more on sex than on their possibilities and aptitudes as human beings. This situation not only affects women's opportunities of individual development but also directly influences other problems of development which have become priority matters.

37. The division of work established on the basis of sex, supported by tradition and customs under the pretext of biological determinism, assigns to the man the role of supporting the home and relegates the woman to a secondary and passive role limited to the narrow confines of the home, with the sole basic purpose of matrimony and child-bearing.

38. The changes in the structure and functions of the family as a consequence of the urbanization and industrialization process and its instability in relation to internal migration are not detected in most cases.

39. In the majority of cases, tradition and custom assign to the woman of the family a greater responsibility in affective and formative roles in relation to the children, limiting man's role in the fulfillment of such responsibilities.

40. One of the fundamental limitations on the access of women to work, education, management responsibilities and possibilities of development is the excessive work load imposed on them by the domestic tasks which are wrongly viewed as the exclusive occupation of women, and this has an enormous influence on the millions of women incorporated into production and services, who, on top of their working day, have the added burden of all the domestic chores.

41. In many cases, the early age at which women contract marriage and begin productive life, together with the scarce opportunities offered to them to share the responsibilities arising from the family functions which are socially assigned to them, constitute a series of limitations on broadening their education and acquiring sufficient elements for their development.

42. The right of the two spouses to decide together on the number of children is not always exercised because of inadequate information and the lack of adequate medical resources and attention; moreover, in many cases, there is a conception of the matter which excludes the woman from these fundamental decisions on the basis of the ancient tradition that they should be taken by the man alone.

43. As regards the promotion of the family, there is a need both to improve the situation of women within stable unions and to attend to the needs of those who do not form part of a family, have left the family, or are themselves heads of families.

44. There is therefore a need for a revaluation of the role of the Latin American woman in society and in the family so as to help her to secure the active place due to her and to participate in the transformation of the socio-economic structures which have subjected and marginalized her.

45. Action proposals:

- (1) To promote the equality of rights, opportunities and responsibilities of both sexes within the family and to ensure that the man participates in and shares family responsibilities in a more active and conscious manner.
- (2) To eliminate the factors relating to the cultural attitudes and elements which hinder the development of women, projecting in positive terms how important it is, for the healthy development of children, individuals, the family and society, that women should assume the functions which truly correspond to them. To create conditions which favour the balanced development of the child as an individual and social being.
- (3) To protect through adequate laws and policies the rights of women in the family, whether the latter be the result of matrimony or of common law marriage.
- (4) The laws on marriage should: (i) be brought in line with the international norms relating to human and civil rights; (ii) ensure that both spouses have full legal capacity on a basis of absolute equality; and (iii) ensure equal rights for the spouses at the time of entry into and at the dissolution of marriage.
- (5) To provide family guidance with a view to strengthening the family as the most important nucleus of society, and recognize its rights as regards its constitution and protection.
- (6) To provide information on family legislation, with special emphasis on women heads of families, whose situation is not

/sufficiently clearly

sufficiently clearly defined, in order to contribute to the strengthening and welfare of the family nucleus and the improvement of the situation of children born out of wedlock.

- (7) To respect the right of the individual and the couple to receive information and decide, freely and responsibly, on the number and spacing of their children. Each country, within the framework of its population policies, shall decide on the legal machinery to enable information to be disseminated on this subject.
- (8) To include in all school study plans at the appropriate levels, and in non-school educational plans, family education programmes including sexual education and psychosexual development in order to prepare young people of both sexes for responsible marriage and child-bearing and to eliminate cultural patterns and customs which encourage and perpetuate ideas of superiority or inferiority based on sex.
- (9) To provide unmarried mothers with full legal and social status in their capacity as parents and grant them the corresponding legal and social protection.
- (10) To ensure that children born out of wedlock have the same rights and obligations as children born within wedlock.
- (11) To implement a policy for the creation of clinics and hostels which provide the necessary protection for mothers, whatever their marital status, before and after giving birth.
- (12) To establish in national legislation the principle of shared parental authority as well as shared legal custody of their children.
- (13) To establish forms of conjugal partnership which provide for equal rights and duties between the spouses and the shared management of the partnership.
- (14) To promote the use of the mass media, and especially radio and television, to strengthen the unity and stability of the family, guaranteeing that programming complements national plans of study and avoids the praise of violence, criminal conduct and other antisocial attitudes.
- (15) To establish in national legislation measures to compel fathers to provide for the children's maintenance.

5. Social services and other facilities for the incorporation and permanency of women in work

(a) Child care

46. The integral education of children should be an essential goal for all societies. The institutions created for the purpose of the education and care of children make an important contribution to securing this objective and also guarantee the working woman adequate care for her children during the working day.

47. It is also important to create conditions which provide the working woman with care for her children at the other levels of education, especially during the recess periods of teaching activity.

48. Irrespective of the particular characteristics of each country of the region, it is a global reality that the working woman, who is both mother and housewife, has an excessive burden of activities as she is usually responsible not only for the care of the children but also for the home chores and sick family members.

49. There is therefore an urgent need to take decisions to establish installations devoted to the care of the children of working women. This would reduce the rate of women leaving work and increase the number entering employment, as employers would have no justification for refusing female labour on the grounds of instability, as they now tend to do.

50. Action proposals:

- (1) That governments, employers and trade unions adopt measures for the establishment of quality child care centres, ensuring the integral education of children and making it easier for women to embark on work and study.
- (2) That governments direct the appropriate national bodies to establish school lunch programmes and improve the facilities already in existence.
- (3) That governments and other appropriate bodies extend and strengthen scholarship programmes, giving priority in them to the dependent children of mothers who are heads of families, go out to work, or have low incomes.
- (4) That governments and other appropriate bodies establish and promote, both in the urban and the rural sectors, programmes which assure children quality care and recreation either on a daily basis or during vacations and holidays, either free of charge or on such terms that children of low-income families may have access.

/(b) Social

(b) Social services

51. According to CEPAL, UNESCO, ILO and FAO figures, in the fields of education, housing, health and the cost of living the standard of living has not improved during the period 1959-1975, and has even deteriorated in many cases. Despite the differences between countries, some of which have in recent years taken steps to introduce measures promoting the creation of social services, the situation of the region continues to give cause for concern.

52. Action proposals:

- (1) That governments encourage the establishment of institutions to carry out research and promote the creation of social services aimed at looking after the welfare of children, such as child care services, public health programmes, infants' institutions and boarding and semi-boarding schools, and other services such as workers' canteens and centres for the care of the elderly and the physically and mentally handicapped, all of which facilitate the incorporation of women into work.
- (2) That governments encourage the development of community-based social services, such as laundry, food and domestic services, allocating part of the national budget to these programmes and promoting self-help programmes in these areas.
- (3) That governments and other institutions pay particular attention to the needs of elderly women, who generally receive less assistance than elderly men, even though they are in the majority in the over-fifty age group and are more often indigent and in need of special care.
- (4) To prepare draft laws and provisions to guarantee social security, especially for women, and to ensure the observance of those laws already in existence.

6. Housing

53. The housing deficit in Latin America is calculated at 20 million units. According to CEPAL (1975), the housing deficit is of such magnitude that not only is an immediate solution problematical, if not impossible, but the same is true of the prospects of solution within a reasonable period of time.

54. It is clear that women, as the members of the family who spend most time in the home, are faced with a critical situation which, although it can be alleviated with remedial measures, can only be finally solved through a profound change in the socio-economic structure.

55. The improvement of the availability of housing requires a combination of suitable economic and social policies aimed at the production and renovation of houses for low-income groups. This should be combined with an increase in government services providing water and electricity supply, transportation, sewage services and road systems. Women should be included in the planning of new settlements and housing projects so that decisions on these matters can benefit from their experience as the persons who must use the home as a base of operations.

56. Programmes should facilitate self-help efforts to meet housing needs, especially in the case of women who are heads of households, and women should participate in the organization and execution of such efforts.

57. Action proposals:

(a) To governments

- (1) To take the necessary measures to guarantee the right of citizens to housing.
- (2) To plan and finance the design of human settlements, both urban and rural, and urban housing complexes, taking into account the needs of the entire population and women's full participation in this process as the basic users of the houses.
- (3) To initiate changes in the agrarian structure and the consequent programme of human settlements as an essential element for improving living conditions, modifying population trends, eradicating marginality and diminishing the exodus towards the towns.
- (4) To rationally programme urban and rural settlements, including in their construction installations designed for collective use such as schools, health centres, nurseries, laundries, shops and recreational areas, and to facilitate the supply of resources and services that the homes cannot themselves provide.
- (5) To promote self-help housing programmes and facilitate women's participation in them, especially in the case of those who are heads of households, in order to cover their housing needs.
- (6) To eradicate unsanitary neighbourhoods and replace them by new human settlements with adequate urbanistic characteristics.

/(b) To

(b) To governments and other organizations

- (1) To pay special attention in housing design to the needs of the family. The use of the following should be encouraged:
(i) construction materials which require minimum maintenance,
(ii) equipment and utensils which do not represent a danger to users, (iii) all that makes the construction and use of housing more economical and functional, and (iv) the use of local raw materials in house construction and encouragement of the use of those raw materials in housing plans.
- (2) To organize orientation and training courses which help the family to make rational use of housing. To encourage the formation of community associations or groups which ensure that the norms of community living are respected and encourage the solidarity and participation of all the families of the community in their own self-improvement and mutual aid.
- (3) To promote programmes designed to facilitate home ownership for women, especially those who are heads of households, by giving them access to credit and insurance and granting them loans at low interest rates.

7. Political participation

58. Although in Latin America women currently form about half the electorate, only 3 per cent of them are members of legislative bodies and an even smaller proportion are members of executive bodies.

59. As a result, women do not participate in decision-making, their opinions are neglected and their needs are not taken into account in the planning of development.

60. Efforts must be made so that in practice women have the same rights and opportunities as men to vote and participate in public and political life at the national, local and community level with an understanding of their responsibilities as citizens and the guaranteeing of their rights, so that they may participate in the solution of the problems which affect society and those which affect them directly as women. This means that measures must be taken to promote female participation in political activities and in the organs of power.

61. Action proposals:

- (1) To support and promote the participation of women in political activities on an equal footing with men.
- (2) To create awareness among women of the importance of their participation in political activity at all levels.

/(3) To

- (3) To encourage women to run for public and elective office.
- (4) To establish norms aimed at organizing adequate publicity, with the help of the mass media, in order to awaken among men and women a greater interest in the political participation of women, both nationally and internationally, and also greater female participation in electoral processes and in political management in general.
- (5) To apply the necessary measures in rural and urban areas to enable women to have opportunities for political, cultural and technical training and access to courses for administrative levels where they will have real possibilities of promotion.
- (6) To periodically review the number and occupational status of women employed at different levels of the State apparatus and the private sector so as to determine their participation and seek the corresponding equilibrium through the adoption of measures to remedy existing injustices.
- (7) To demand women's representation on all commissions, boards, and corporations in regional and international organizations, as well as greater participation in the delegations designated by governments for international and regional conferences and forums.
- (8) To demand and keep watch over compliance with the resolutions of the United Nations General Assembly that provide for a greater participation of women in the Secretariat, in all bodies and agencies of the system and at different levels, but especially the top levels, and to seek their equitable and adequate participation.
- (9) To call also upon all the other international and regional organizations to accord women the same opportunities as men in the nomination for and assumption of posts at all levels according to their capacity.

8. Other social questions

62. The prevailing economic and social situation is largely responsible for the continued existence of problems such as prostitution, delinquency, the illegal traffic of people, rape, illicit drug traffic, drug addiction and other forms of crime and antisocial conduct.

63. Prostitution is one of the most serious problems which persists in most of the countries of the continent, essentially because for many women it is the only means of subsistence.

/64. Moreover

64. Moreover, attention must be paid to the situation of women prisoners, ensuring respect for their human dignity and carrying out efforts for their effective rehabilitation.

65. It is therefore necessary to take these problems into consideration in order to make the efforts required to secure the reincorporation of these women into the societies of their countries.

66. Action proposals:

(a) The struggle against prostitution and the illicit traffic in persons

- (1) To take legislative and other steps to eradicate prostitution and the illicit traffic in people.
- (2) To take appropriate legal measures to punish those who live off prostitutes, such as pimps, and eliminate the illicit traffic in people.
- (3) To create sufficient incentives and the necessary conditions (education, infrastructure, employment opportunities, etc.) for rural women to remain in their milieu, thus avoiding migration from the country to the towns.
- (4) To adopt the necessary measures to create rehabilitation and orientation centres for women where they are re-educated and guided as to their true role in society, providing them with adequate facilities in the rehabilitation process and ensuring them employment opportunities.
- (5) To promulgate laws which prohibit and punish the prostitution of minors, to revise existing legislation, and to see that it is strictly observed, ensuring that it provides for rehabilitation and re-education through special institutions for minors.
- (6) To carry out broad campaigns to make the populace aware of the myriad dangers engendered by prostitution.

(b) Protection of female prisoners

- (1) To review penal legislation in order to eliminate all inhuman and discriminatory treatment of women.
- (2) To provide pregnant women prisoners with the special attention maternity requires, and implement systems of imprisonment which enable them to give their children the necessary care so that the normal development of their personalities is not affected.

/(3) To

- (3) To provide for the proper care and supervision of the dependent children of women prisoners.
- (4) To establish systems of imprisonment with separation of the sexes which ensure full respect for the dignity of both women and men, as well as their effective rehabilitation.
- (5) To prevent rape or any other sexual abuse which violates the physical and mental integrity and the dignity of women prisoners, and censure corruption and take measures to protect all women and children against all physical abuse in penal establishments and reeducation centres.
- (6) To ensure respect of the human rights and physical integrity of women deprived of their freedom for any reason, and ensure the protection of all persons against torture and other cruel, inhuman or degrading treatment, in accordance with the principles of the Universal Declaration of Human Rights.

(c) Drug and narcotics addiction

- (1) To encourage the establishment of centres for the guidance and social integration of young people, with a view to the prevention of drug addiction among children and youths, and carry out rehabilitation and adaptation programmes for those suffering from such social illnesses.
- (2) To review national legislation in order to combat and eliminate the improper use of narcotics and enervating drugs, and impose severe sanctions on persons who induce others, particularly minors, to use any kind of narcotic drugs.
- (3) To publicize widely the dangers to physical and mental health involved in the use of any narcotic or enervating drug and psychotropic substances, with a view to warning young people about the risks of drug addiction, with special emphasis on the preparation of suitable programmes in this respect.

(d) Rape and other sexual crimes.

- (1) To review current legislation and procedures concerning rape and the abuse of women's dignity with a view to ensuring respect for the physical integrity and dignity of the victim, and to impose severe punishments on those guilty of such crimes. The gravity of the punishment imposed on those convicted of rape should be in keeping with the severity of the crime.

/(2) To

- (2) To guarantee privacy in the investigation of rape cases and other sexual crimes and those involving a woman's morality, in order to protect the victim from humiliation and shame.

(e) The physical abuse of women and children

To promulgate the penal legislation necessary to protect women and children from physical aggression, maltreatment, violent attacks, incest and all other forms of sexual crimes and violence and to assure that the penal measures are strictly complied with.

9. Creation of national interdisciplinary and multisectoral research commissions

67. The shortcomings of most of the studies carried out in the region, resulting sometimes from an inadequate conceptual framework and in other cases from an inadequate interpretation of statistical data or limitations due to the lack of such data, make it an urgent task to co-ordinate and promote research on the status of women.

68. It is therefore essential to obtain and construct statistics on fundamental aspects in order to have a basis for carrying out comparative studies of men and women; to use indicators which permit the periodic evaluation of how the situation of women is progressing or deteriorating in the various spheres of social and economic activity in the different countries; to carry out investigations rapidly to understand the interaction of factors that influence women's conditions; and to seek the support of universities and research centres in these tasks and all those being carried out in order to provide a true picture of Latin American women today.

69. Interdisciplinary analysis, by bringing together economists, jurists, teachers, sociologists, psychologists and other social scientists in research teams, will also make possible a structural and complete view of the problems of women, thus representing a great improvement on the isolated picture obtained by analysis from the angle of only one of these disciplines.

70. The multisectoral study by interdepartmental groups of the problems which affect men and women from all walks of life will make it possible to take decisions rapidly and effectively on the basis of the situations observed, with a view to solving the problems of women.

71. Action proposals:

- (1) To create or strengthen national mechanisms so that countries' research activities are carried out in an interdisciplinary and multi-sectoral manner and in co-ordination with other national and international agencies and institutions.

/(2) To

- (2) To study and evaluate the effect of global economic and social changes on the situation of women.
- (3) To study the real effect of legislative measures on the actual participation of women in the political, economic and social life of their countries.
- (4) To study the conditions of female employment more fully and thoroughly and to improve the criteria and mechanisms for the collection and presentation of statistics and information in order to gain a better knowledge of the situation, importance and true participation of women in productive activities, bearing in mind that many women who are primarily engaged in domestic chores also carry out complementary activities which represent family income. Furthermore, to study the causes of the situation of women in employment in order to have more background material to overcome the obstacles which arise.
- (5) To continue research efforts, including the search for economic indicators to determine the impact of the unremunerated functions carried out by women in agriculture, in the home (in both urban and rural areas), and in voluntary organizations.
- (6) To study the effects of the prevalence and spread of indiscriminate consumption at the global level on the national economy, on economic and social development, and on the situation of women.
- (7) To study the influence of the discriminatory customs, practices, attitudes and beliefs which hinder the training and education of women and their contribution to the development process, and ways of eliminating their effects.
- (8) To promote research activities to identify discriminatory practices in education and training and to formulate the relevant recommendations with a view to ensuring educational equality.
- (9) To study fertility, fecundity and mortality rates and health and nutritional problems, especially as they relate to women and children.
- (10) To study ways of promoting the utilization and consumption of products of high nutritional value which, through tradition, ignorance or structural distortions of the economy and society, do not form part of the diet even when they exist in various areas of the region.

(11) To

- (11) To study and evaluate, in the countries where family planning programmes are carried out, the impact of these programmes on women in the light of their real needs.
- (12) To carry out indepth research on the effects on women's health of the different contraceptive methods, the indiscriminate use of which is encouraged by the publicity of the companies which produce them and by the fact that they are bought and sold without proper medical control.
- (13) To carry out research into the effects of the control exercised by transnational and national corporations over the production, marketing and the promotion of consumer goods in the different countries of the region which fosters an artificial and distorted image of the role women should play in the progress of their nation, as well as having other adverse social effects, and to promulgate laws to curb false claims by manufacturers.
- (14) To improve the registers, information and research on the processes which occur within the family, such as births, marriages, loss of parents, divorce and migrations, and to encourage research on social attitudes to child-bearing, divorce, widowhood and marriage so as to assemble useful information to contribute to the better development of the family.
- (15) To improve the criteria used for collecting statistics on women heads of families.
- (16) To study the needs for specific services for women and children in the various social groups and the need for families to help in the establishment and development of community services for solving problems relating to the care of children and domestic work.
- (17) To study the economic and social causes of the practice of prostitution, the forms of exploitation of women who practice this activity and other antisocial conduct, and also the relation between these phenomena and the urbanization processes.
- (18) To investigate the effects of the mass media on women and their image and on the social attitudes to that image, and also the ways of utilizing those media to reverse this situation and contribute to the better incorporation of women into the process of economic, political and social development of their countries.

/(19) To

- (19) To pinpoint those groups of women who receive less benefits from economic and social development and analyse the relationships between the various indicators regarding these groups.
- (20) To promote historical research designed to bring out the important although neglected contribution of women to national development.

III. THE DISTORTION OF THE IMAGE OF WOMEN BY THE MASS MEDIA AND BY THE PREDOMINANT CULTURAL PATTERNS IN GENERAL

72. The mass media offer great possibilities in their role of information, education, entertainment and advertising: (a) as a vehicle of social change; (b) for the dissemination of information in the fields of education and training; (c) to eliminate prejudices and stereotypes; and (d) to accelerate acceptance of the increasingly broad responsibilities of women and promote their integration into development on an equal footing with men.

73. In many cases however, the mass communication media do not comply with these objectives because in general they tend to present and reinforce a stereotyped, degrading and immoral image of women, whom they treat as sexual objects and as agents to promote indiscriminate consumption, particularly when seeking to market various types of articles.

74. The mass media should be taken to mean not only radio, television, cinema, the press, advertising, etc., but also the theatre, literature, story-telling and puppet shows and other forms of communication which in many countries are essential to reach the rural areas.

75. The mass media tend to have a harmful effect on attitudes and values relating to the role of women in society and frequently create obstacles to positive changes in patterns of behaviour by perpetuating the stereotypes and myths about women.

76. Despite the technological and scientific advances made in the area of communications, most of the countries of the region continue to be in a situation of dependence in relation to the monopolies owning the communications equipment and services.

77. Similar dependence is to be observed in the sphere of international information, since it is the transnational news agencies which set the trends in the information and publicity to which the Latin American public has access.

/78. To

78. To a very considerable extent, the communications media, in general basically motivated by the economic interests of the transnational enterprises, have perpetuated the enslavement of women by showing them a reality which is alien to them and, by disguising their real identity, have contributed to keeping them restricted to the confines of the home, prevented the development of their critical consciousness and propagated the concept of their role as useful merchandise for consumption, reaching the extreme of using the female body as an element to encourage pornography as an object of consumption.

79. Illustrated magazines, films, radio and television programmes, beauty contests, etc., attempt to impose patterns whereby beauty is viewed as the weapon of the female sex, minimizing the virtues and qualities of women and underestimating their abilities and values which could be directed more effectively towards the collective effort for economic and social development.

80. It is therefore essential to recommend measures to prevent the transmission of a distorted image of women, to the detriment of their status as human beings with responsibilities and rights in society.

81. Action proposals:

(a) To governments

- (1) To promote the utilization of the mass media to disseminate educational programmes in spheres of national interest such as health, nutrition, population, employment, training, legal information specifically concerning women and the family, and other questions of social importance which would contribute to ensuring that equality between men and women is not only a recognized legal principle but also a social reality.
- (2) To promote the production of films, radio and television programmes and other materials which encourage women to play a more dynamic role in society and promote their socio-cultural development and political consciousness and to create educational information centres or banks which would facilitate the attainment of these objectives.
- (3) To adopt measures to prohibit the degrading exploitation of women through the mass media as sex symbols and instruments of economic interests.
- (4) To encourage governments to oppose the promotion of beauty contests such as they exist today, since they perpetuate the image of women as a symbol of sexual gratification and commercial exploitation.

/(5) To

- (5) To take measures to have those responsible for the mass media project a dignified and positive image of women, eliminating the commercialized and stereotyped images of them (particularly pornographic publications), their utilization in showing sexual crimes and violence, and also all propaganda which tends to impede the changes needed to revalue the role of women. This will contribute to changes of attitudes and mentalities in both men and women which should promote women's equality, integration and full participation in society.
- (6) To guide women not to acquire products which are harmful to health and human dignity and detrimental to the family budget, through information campaigns on family responsibility and nutrition, awareness of the risk involved in self-medication, alcoholism, and food habits which are detrimental to the health of mother and child.
- (7) To prevent the insinuation of preconceived roles for girls and boys through the influence of books, comics and television programmes and instead to encourage the publication of comics and the production of children's television programmes which support national educational programmes.
- (8) To restrict the diffusion of radio and television programmes, films, publications, messages and articles which encourage cultural archetypes contrary to the social reality or the cultural values of each people.
- (9) To organize publicity campaigns in support of community and preventive medicine.
- (10) To encourage and broaden the access of women to scholarship systems in communications and telecommunications research centres.

(b) To governments and the mass media

- (1) To utilize the mass media to bring about the elimination of sexual stereotypes in education and information activities and the projection of a positive image of women and men.
- (2) To encourage the effective utilization of the mass media to secure a change of mentality with respect to women.

/ (c) To

(c) To the mass media

- (1) To promote greater participation by women in the activities carried out by newspapers, magazines and radio and television programmes and in the production of films and documentaries, as well as adequate representation in administrative and directive posts.
- (2) To encourage the mass media to consider their policies and practices in respect to hiring, training and promotion in order to ensure that there is no discrimination against women and that they have equal promotion opportunities in all categories of professional, technical and decision-making posts in the mass media.
- (3) To prevent the utilization of women as models in advertisements and other publicity activities which are detrimental to the norms and values of the family.

(d) To governments, the mass media and other institutions

- (1) To utilize the mass media and the activities of social organizations to contribute to the education of the family and especially the housewife and also to keep her fully informed of employment and educational opportunities open to her and ways of taking an active part in the life of society.
- (2) To encourage the training and participation of women as communications and telecommunications experts in national and international bodies.
- (3) To include in the courses on journalism and communications sciences material which gives rise to discussion about the distorting effect of the mass media on the values and conduct of women in our society.

IV. ACTION AT THE INTERNATIONAL LEVEL

1. Governments

82. In order to carry into practice the preceding action proposals, Governments should commit themselves to according importance and priority to measures to improve the situation of women both as a means of achieving the objectives of social progress and development and as an end in itself.

83. The solidarity of all the women in the world, and particularly those within the region, is likewise indispensable in order to put an end to the inequality and discrimination of which they are the victims in countries of the area.

/84. Non-governmental,

84. Non-governmental, national and international organizations and their subsidiary bodies should work jointly and individually, within their own spheres of interest, to put the proposed measures into practice.

85. Women should be equitably represented in the delegations sent by governments to the different conferences, international committees and other events, so that they may participate fully in the formulation of policies at the national and international levels.

86. Action proposals:

- (1) To support all action aimed at producing the structural changes necessary for the full incorporation of women into economic, political and social life.
- (2) To support the efforts and struggle of the women of the region to defend full national sovereignty.
- (3) To take the necessary measures for the implementation of resolutions 28 and 29 of the Mexico Conference, which call for the participation of women in the strengthening of international peace and security, the process of détente, peaceful coexistence and international co-operation, and in the struggle against colonialism, racism, racial discrimination and foreign domination.
- (4) To support the efforts of intergovernmental and non-governmental organizations whose goal is the strengthening of international peace and security, the development of friendly relations among nations and the fostering of active co-operation among States, by encouraging women, in every possible way, to participate actively in the efforts of such organizations.
- (5) To support actions aimed at effectively implementing the Declaration and Programme of Action on the Establishment of a New International Economic Order and the Charter of Economic Rights and Duties of States with a view to the radical transformation of the prevailing unjust international economic order.
- (6) To encourage technical co-operation and training and advisory services, including co-ordination with the national and regional activities of the bodies of the United Nations system.
- (7) To seek the adoption of conventions and the observance of official international declarations and to make arrangements for the submission of periodic reports and other procedures for the evaluation of the observance of those instruments and whatever others are adopted.

/(8) To

- (8) To encourage, by means of international meetings and seminars, the regional and international exchange of information.
- (9) To express the need for the successful conclusion of the negotiations in progress between Panama and the United States of America to draw up a new treaty in accordance with the agreements made by the two countries. These negotiations must aim at the final elimination of the causes of the conflict which lie in foreign domination and occupation, racism and discrimination in the Canal Zone and must provide for Panama's exercise of its sovereign rights as regards controlling the Canal, as one of its most valuable economic and natural resources, and as regards effective jurisdiction over the Canal Zone, all of which will help to promote the real incorporation of women into the development process. The negotiations must also lead to an agreement whereby the Panama Canal will continue to be open to all countries on the basis of free navigation.

2. CEPAL

87. In addition to the measures adopted by governments to transform the situation faced by Latin American women and to promote the prompt and full integration of women in the development process on the basis of equality with men, it is necessary for CEPAL to assume an even greater role in formulating policies, developing machinery and instruments, and co-ordinating and implementing measures that permit women to participate equally with men in the political, economic and social life of the respective countries of the region as a whole.

88. Action proposals:

- (1) To convene within the framework of CEPAL, on a permanent and regular basis and at intervals of no more than three years, a United Nations Standing Regional Conference on the Integration of Women in the Development of Latin America. This conference will have the following functions:
 - (i) To determine regional and sub-regional needs for technical assistance and give support to all the United Nations bodies operating in the region in order that they can meet such needs;
 - (ii) To put forward recommendations to governments and to CEPAL itself based on studies carried out by the secretariat on the most feasible way of implementing the agreements adopted by the United Nations regional conferences;

/ (iii) To

- (iii) To review and appraise periodically the activities of CEPAL and other United Nations agencies in compliance with the Programme for the Decade of Women, and in particular to draw up recommendations for the regional conferences on women to be held before the World Conference scheduled for 1980;
- (iv) To periodically evaluate the accomplishment of the Regional Plan of Action.
- (v) To provide a forum for the exchange of information which will facilitate the mutual co-ordination and support of the programmes for the integration of women into economic and social development at various levels and permit the countries in the region to share the corresponding experience;
- (2) The Presiding Officers of the Regional Conference will continue their functions until new ones are appointed and will be the link between governments and the secretariat of CEPAL in the field of women's integration in development.
- (3) The secretariat of CEPAL will act as the Permanent Secretariat of this Regional Conference and will regularly consult with its Presiding Officers.
- (4) In carrying out this function the secretariat of CEPAL will consult with the United Nations specialized agencies which have programmes on women's integration in development. For this purpose, CEPAL will regularly convene inter-agency meetings on the implementation of the programmes and mandates of the Conference.
- (5) The secretariat of CEPAL will create within CEPAL (including ILPES and CELADE and in collaboration with the United Nations Centre for Social Development and Humanitarian Affairs) a specialized interdisciplinary unit on women's integration in development with the following objectives:
 - (i) To periodically evaluate the legal, economic, political, social and cultural status of women both of rural and urban areas in the different countries of the area, in accordance with the objectives and priorities fixed in this Regional Plan of Action. This must be done through an interdisciplinary and multisectoral approach that will permit evaluation of the current situation and trends;
 - (ii) To undertake activities aimed at disseminating the action stemming from this Regional Plan of Action on the basis of the studies undertaken;

/(iii) To

- (iii) To advise those governments that request it on the measures to be taken to fulfil the decisions adopted by the United Nations in relation to the integration of women in development;
 - (iv) To ensure that all CEPAL's programmes reflect a concern for women's needs;
 - (v) To ensure that the recommendations of the United Nations regional conferences on questions concerning women are implemented;
 - (vi) To prepare, in consultation with the governments, projects for national, sub-regional or regional training and development programmes for women in those areas mentioned in preceding chapters of this Regional Plan of Action;
 - (vii) To collaborate in regional meetings held by the United Nations specialized agencies on topics connected with economic and social development and further the actions stemming from this Regional Plan of Action;
 - (viii) To provide aid to those governments that request it, in co-ordination with governmental and intergovernmental organizations, with a view to identifying the measures necessary for drawing up policies, strategies and programmes for strengthening women's contribution to economic and social development, and to assist in formulating requests for technical and financial aid for such programmes;
 - (ix) To draw up a general review and appraisal plan for the region. This must be done immediately in order to be able to have a general plan that can be used for the 1979 biennial review.
- (6) In executing this Regional Plan of Action, within its field of competence, the CEPAL secretariat will establish forms of co-ordination and co-operation with United Nations bodies and all those regional and interregional, intergovernmental, public and private institutions that may be working on this subject.
- (7) CEPAL's sub-regional offices will act as liaison offices between the governments of the respective sub-regions and the secretariat's specialized unit on women's problems, as regards programmes of technical assistance and collaboration with the national bodies in charge of women's integration in development;

(8) In order to implement the goals of this Plan, the Conference:

- (i) Requests the Secretary-General of the United Nations to assign additional resources to the CEPAL secretariat from the regular budget to strengthen its regular activities concerning women and to facilitate the establishment within the CEPAL secretariat of a specialized unit for the integration of women in development.
- (ii) Requests the Voluntary Fund for the Decade of Women to give the greatest possible support to CEPAL's activities, programmes and specific projects deriving from the priorities laid down in this Regional Plan of Action in the field of the integration of women in development and consistent with the criteria established by the United Nations for disbursements from the Fund.
- (iii) Requests the Administrator of UNDP to give the greatest possible co-operation - on the national and regional level - to the provisions of the present Regional Plan of Action, supporting the specific activities, programmes and projects of the CEPAL secretariat aimed at the achievement of its goals;
- (iv) Requests the Executive Secretary of CEPAL to explore and negotiate with bodies for international co-operation, on a bilateral or multilateral basis, financial support for specific programmes connected with the fulfilment of the goals of the present Regional Plan of Action.

Annex 1

LIST OF PARTICIPANTS

1. Member States of the Commission

ARGENTINA

Head of delegation: Honorio Pueyrredón

Member: Enrique Raul Clement

BARBADOS

Head of delegation: Marva B. Alleyne

BOLIVIA

Head of delegation: María Elena Oropeza Aguirre

Members: Bertha de Alvóstequi, Elizabeth I. de Salinas

BRAZIL

Head of delegation: María Lourdes C.S. de Vincenzi

Member: Margarida Zobarán

CANADA

Head of delegation: Denis Goyette

COLOMBIA

Head of delegation: Anasixta González de Cuadros

Member: Rebeca López

CUBA

Head of delegation: Vilma Espín

Members: Dora Carcaño, Rosario Fernández, Asela de los Santos, Ernesto Meléndez, Arnaldo Tejerio Fernández, José R. Viera, Esther Véliz, Carlos Martínez Salsamendi, Yolanda Ferrer, María de los Angeles Flores Prida, Mirta Barquet, Ernesto López Paz, Abelardo Moreno

UNITED STATES OF AMERICA

Head of delegation: Koryne Emily Horbal

Members: Víctor Bonilla-Sosa, Carmen Delgado Votaw,
Joan M. Goodin, Shirley Hendsch, Genevieve Orama Bolij

FRANCE

Head of delegation: Guy Azais

GUYANA

Head of delegation: Urmia Johnson

Member: Désirée Bernard

HONDURAS

Head of delegation: Maria Luisa de Bertrand

Member: Haydée Arriaga de Martínez

JAMAICA

Head of delegation: Carmen McGregor

Members: Lisa Holt, Lucille Mair

MEXICO

Head of delegation: Bertha Zuno Arce

Member: Enrique Romero Cuevas

NETHERLANDS

Head of delegation: Jan-Willem Bertens

Member: Johan de Bruijn

PANAMA

Head of delegation: Amelia Márquez de Pérez

Member: Lourdes Cantón

PERU

Head of delegation: Carmela Aguilar Ayanz

Member: Bertha Vega Pérez

DOMINICAN REPUBLIC

Head of delegation: Nelly Biaggi Monzón

Member: Rosa Campillo C.

TRINIDAD AND TOBAGO

Head of delegation: Elmina Clarke

VENEZUELA

Head of delegation: Edith Márquez de Pereyra

2. United Nations Secretariat

Centre for Social Development and Humanitarian Affairs

Helvi Sipila, Leonora Kracht, Sol Nahon

Economic Commission for Latin America

Enrique V. Iglesias, Jorge Viteri, Jorge Graciarena, Carlos Borsotti,
Juana Eyzaguirre

Annex 2

STATEMENT BY MR. HECTOR RODRIGUEZ LLOMPART, MINISTER OF THE
STATE COMMITTEE OF ECONOMIC COLLABORATION

In the name of the people and Government of Cuba, I would like to express our deep satisfaction at having had the city of Havana chosen as the site of this important regional conference, which allows us the pleasure of welcoming you and extending our hospitality.

The Regional Conference that we are inaugurating is a part of the efforts underway to contribute to freeing Latin American women from the yoke of under-development. The measures designed to accomplish this must stem from the policy that each country independently outlines within its borders. However, conferences such as this have the inestimable value of permitting us to freely exchange criteria and experiences, join forces and put forth a series of measures that can contribute to improving the situation of women in Latin America.

With that aim in mind, the Conference will discuss a draft Regional Plan of Action, recommending activities that our governments and CEPAL should carry out in compliance with the principles outlined at the World Conference on International Women's Year.

Ladies and gentlemen, the developing countries have been subjected to centuries of colonial domination and decades of neocolonial and imperialist dependence, and Latin America has been no exception.

This irrefutable truth has shaped internal structures that in most cases are unsuitable and has created an international economic order that has plunged the developing world into a crisis situation with unstable export markets and prices, decapitalization, and growing indebtedness.

As a result of these two factors, under-development, with its consequences of poverty, unemployment, illiteracy, undernourishment and unsanitary conditions, still dominates the countryside and cities of many of our Latin American countries. However, despite the fact that this dramatic situation affects the vast majority of the population in our area, men and women, children and old people, it is perhaps the woman who bears the greatest burden because she is not only a worker, mother, member of the family, in short, a member of society, but also because of the age-old discrimination against her as a woman.

Closer collaboration among all the countries of our region has an important role in the elimination of economic dependence, and our countries are already providing important support for the actions of a new international economic order based on equity, justice and co-operation among all peoples. We could cite as an example the formation of SELA, the first genuinely Latin American agency.

The fact that the struggle against under-development demands, as a prior condition, profound structural changes that guarantee the people a decent life, free of poverty, exploitation or any form of discrimination, is a well-known and generally accepted fact.

Women, as an integral part of society, have a double role in achieving those objectives: firstly, as a protagonist in struggles and efforts directed toward development, and secondly, as a beneficiary of the processes aimed at guaranteeing all the people employment, health facilities, education and full participation in political, economic, social and cultural life.

In brief, if the structural changes we propose are not effected, there will be no development; and if there is no development women's equality will continue to be merely an aspiration or, in the last analysis, a legislative formality without concrete social reality.

The most common picture of the woman in our Latin American countries is of one who is legally independent but economically subordinate, discriminated against and exploited within the society in which she lives.

The process of change will demonstrate its depth precisely through the effective participation of women.

Latin America, with its limited incorporation of women in the work force, concentrates a sizeable number of women in the area of domestic labour and traditional low-paid urban jobs, to which must be added frequent wage discrimination and working conditions that are, at times, even injurious to human dignity.

Health conditions among the Latin American population are critical, above all in rural areas and urban slums, the latter subjected to degrading conditions of permanent poverty and squalor.

Suffice it to say that in Latin America the danger of death during pregnancy or in childbirth is approximately five to seven times greater than in North America, and that in most countries, death from complications during pregnancy or childbirth is one of the major causes of the death of women between the ages of 15 and 44.

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The picture is equally somber in the field of education. Between 60 per cent and 80 per cent of Latin America's illiterates are women.

In the Latin American family, the outdated social structures promote a division of labour and channel people toward vocations according to sex, relegating women to a passive, secondary role. Moreover, underdevelopment itself determines the existence of antisocial problems like prostitution, drug peddling, addiction and other crimes, which directly affect women and are practically impossible to overcome within the framework of the structure that exists in most of our countries.

The mass media, which are the appropriate means for supporting measures aimed at incorporating women into economic and social development, generally fulfill the opposite function. They are used to promote foreign values instead of stressing national values; they work to stimulate unbridled and superficial consumption among the population, especially among women, instead of being concerned with women's health and education; they present an artificial image, a stereotype that is degrading and immoral to women instead of stressing her real value as a mother and worker and helping her recover her full dignity; and they preach senseless violence and glorify crime instead of the need for justice and co-operation among people for a better world.

It is significant that 60 per cent of all TV programmes in Latin America are imported and the vast majority are entertainment.

Even in the region's most advanced countries fewer than 18 per cent of these programmes are concerned with education and culture, while only 5 per cent deal with information and news; and unfortunately woman is the most consistent recipient of the ideology and concepts those mass media disseminate and defend.

With rare exceptions, women's political participation is nothing to boast about either: only 3 per cent belong to legislative bodies and an even smaller proportion hold leadership posts. Thus their participation in the decision-making process is practically non-existent.

In addition to these social realities we have mentioned, there is also the economic situation that makes the region dependent on other countries and imposes international economic relations of an unjust nature. The deterioration in trade, the decapitalization that takes place through the repatriation of the profits from foreign investments and debt servicing, imported inflation, control by the transnational enterprises of an increasing share of their economies and many other factors that represent imperialist economic domination of our region are added to the ever-sharper discrepancy

between the wealthiest and poorest strata of the Latin American population, the excessive enrichment of a few and the degrading and inhuman impoverishment of the majority.

To such an extent is this the case that, according to studies made by various international organizations, in 1976 there was a deficit of more than US\$ 12 billion on the current account, as well as inflation of 67.8 per cent for that same year; in addition to a foreign debt of more than US\$ 60 billion in 17 countries of our region in 1975, 33.4 per cent of the income is concentrated in the hands of 5 per cent of the population, leaving only 2.5 per cent for the lowest 20 per cent of incomes; in addition to the sharp drop in rates of economic growth and the high percentage of total income from exports used to service the foreign debt, there is a new work division that encourages the transnational enterprises to develop certain industries only to take advantage of the cheap work force, to the point that, in certain countries of the area, the average wage in manufacturing industries is only 12 per cent of what it is in the same type industry in the United States.

Permit me to briefly outline the situation of Cuban women before and after the triumph of the Revolution in 1959. That year marked the beginning of the destruction of old socio-economic structures responsible for exploitation, dependency and backwardness, and this in turn gave rise to an accelerated process of economic development in the building of a new socialist society.

It is clear that what can be said to characterize woman's present condition in underdeveloped countries is generally applicable to the condition of Cuban women up to the triumph of the Revolution.

After long years of struggle, Cuban women had won certain advances in their legal-political position, but essentially they continued to be subjected to conditions of inequality in almost all practical areas of life. These debasing conditions were rooted in the colonial origins of Cuban society in which slavery and certain remains of feudalism, aggravated by underdevelopment and foreign dependency, existed side by side up to the end of the 19th century. It goes without saying that these debasing conditions were notably accentuated in the case of poor women and even more so in the case of black women. In socio-economic and political matters, the situation was equally critical and discriminatory.

During the colonial period and at least up to the 1880's women of African origin in the slave population were forced to work alongside men for 16 hours or more a day, while the rest of the population held the most varied but no less oppressive jobs; from that time on and up to the triumph of the Revolution, a minority succeeded in becoming part of the then incipient working class, another part - the poorest - worked in semi-servile jobs as maids, others limited themselves to their own household tasks, while a bourgeois minority lived in idleness.

In the 1953 census almost two million citizens were of working age. The "active population" was composed of 87.4 per cent men and 13.7 per cent women, which means that 86.3 per cent of women not only did not work but were not even looking for work for reasons which included the prevailing family and social conditions.

Women had no opportunity to enter the best-paying jobs and in many cases they received lower pay than men for the same work. Of course, there were almost no measures for protecting working women and, when they did exist, as in the case of maternity insurance, the benefits were minimal and applied only to certain minority groups in the main urban centres.

The situation in rural areas was notoriously worse than in the cities. Most of the houses were huts (bohíos) with palm-leaf roofs and dirt floors, they had no bathrooms or sanitary latrines nor did they have running water and electricity. There was a serious food problem that was reflected in an estimated nutritional deficit of 1,000 calories a day. No less than 36 per cent of the population had parasites and a significant percentage suffered or had suffered from tuberculosis. A third of the women were illiterate.

Notwithstanding that situation of discrimination and economic vicissitudes, Cuban women maintained their tradition of struggle that began with our wars of independence and this became evident in more recent decades in national mobilization to prevent United States annexation of the Isle of Pines, and in the persecution, imprisonment and assassination suffered by some women during their confrontation with the Machado dictatorship. Many participated actively against the tyranny of Batista and were present running the risks of clandestine activity in the cities, in the heroic Moncada action and as members of the glorious ranks of the Rebel Army.

On 1 January 1959, the gates to a new life were opened for Cuban women who, from the very first, identified with the revolutionary process that was beginning and to which they had made an important contribution. In every one of the liberation struggles over a century of ceaseless fighting to win the homeland's freedom, independence and sovereignty, women were always present offering their valuable contribution to make possible the reality in which we are living.

Today, millions of women form part of the political and mass organizations and contribute to social work, education, culture, health and all the tasks and activities that have been necessary to advance the country's socio-economic plans. Thousands of them are part of the permanent work force and have made and continue to make vital contributions to our country's development process.

In Cuba, the Federation of Cuban Women, headed by Comrade Vilma Espín, expresses the will of the great feminine masses to organize them and to reflect their interests and concerns; its objective is to achieve women's full participation in economic, social, political and cultural life; to do this, it strives for their educational and politico-ideological advancement, and has achieved notable success in winning these objectives.

Proof of this are the words of the President of the Council of State of Cuba, Comrade Fidel Castro, when he asked during the Second Congress of the FMC: "What would the Party have done without this women's organization? What would the Revolution have done?"

To our great pride, many Cuban women are giving their services in internationalist tasks, offering their support and their knowledge to other people in various fields of science and technology.

An example of this is women's participation in the medical delegation that stayed in Viet Nam until the moment of that country's great victory, or those contributing to overcome the consequences of centuries of colonialism in Angola, making their solidarity with this sister people felt.

Since 1960 our country has had a National Health System that gives the population full right to use its facilities without charge.

Maternal mortality in 1976 dropped to 4.6 per 10,000 live births. In rural areas, pregnant women who live far from the hospital are admitted at the end of the eighth month and are given hygienic and nutritional education during their stay to prepare them to care for the newborn child. As one more factor favouring women, along with the integral programme we have mentioned, there is a programme of integral child care.

Education, like health, has been a priority sector for our government's attention. The literacy campaign was a very important step in raising social consciousness and transforming the country into an enormous new kind of school.

The Federation of Cuban Women, in co-ordination with the Ministry of Education, organized guided courses for raising the educational level of thousands of peasants and domestic service workers who had never attended school. Night schools for these workers' advancement were established and in a few years there was a considerable advance toward wiping out the vestiges of this shameful situation we had inherited.

Women in our country represent half the population of working age and, taking into account the new technology that is being developed in order to raise levels of social production, a skilled work force becomes a necessity and it is essential to reach adequate levels of skill through courses that meet these needs and allow women to be incorporated into professions formerly barred to them because of prejudices growing out of the archaic socio-economic structure.

The new generations of women have their access to all educational levels fully guaranteed and a clear example of this is national matriculation in the current school year, which totals three and a half million students of all grades and ages, approximately half of whom are females.

Our Constitution, passed by the free and secret vote of the vast majority of Cubans, proclaims that all citizens enjoy the same rights and have the same duties. Discrimination because of race, color, sex and national origin are proscribed and punished by law.

The State grants women paid maternity leave and has created such basic social services as nursery schools, day schools with lunch programmes and boarding schools, and is making efforts to provide the conditions that foster their integration into economic and social development and the attainment of full equality.

On 8 March 1975, International Women's Day, the Family Code went into effect. Its preamble defines woman's equality as a basic principle of socialist society. Marital relations are based on equal rights and duties of both spouses.

The existence of the Family Code is not only a legal factor but also an educational factor, since it reflects the existence of a different and better type of family and marks an upward step in the way human beings live together, resulting from the deep revolutionary changes in our society.

But these achievements have not been easy; they have been achieved through many sacrifices and at the cost of the sweat and blood of both men and women.

For the women of the world it is nothing new to make sacrifices in the face of injustice and oppression. They have played and continue to play an important role in struggles for national liberation, political and economic independence, the strengthening of world peace, the elimination of imperialism, colonialism, neocolonialism and fascism, foreign occupation and domination, racism, apartheid and all kinds of discrimination.

Latin America is prodigal in examples of women who have left the comfort and happiness of an easy life to struggle shoulder to shoulder with Latin American men for liberty and independence; but it is more prodigal still in heroines of the people who daily confront oppression and poverty, harassment and torture, indignity and death.

Ladies and gentlemen, they are the ones who will take the definite and defining steps toward Latin America's true progress along the path of independent development where women, fully equal to men, make a decisive contribution to achieving a juster society. Our women's tradition of struggle will serve as an example.

Allow me to conclude with the same words Major Fidel Castro used in closing the Second Congress of the Federation of Cuban Women:

"And Martí, Apostle of our independence, had very high concepts and very beautiful expressions concerning woman: not only beautiful but profound and revolutionary. When he said, for example, that the peoples' campaigns are weak only when they do not enlist women's hearts in them, for when woman is moved and helps, when woman encourages and applauds, when the educated and virtuous woman consecrates the work with the anointment of her love, the work is invincible. Or when he said that woman's natural food is the extraordinary. Or when he stated that woman instinctively perceives the truth and precedes it. Or when he exclaimed that woman will live on the same level as man, as his companion, and not at his feet as a beautiful plaything".

ADDRESS BY MRS. ANASIXTA GONZALEZ DE CUADROS, HEAD OF THE
COLOMBIAN DELEGATION AND CURRENT PRESIDENT OF THE
UNITED NATIONS COMMISSION ON THE LEGAL AND
SOCIAL STATUS OF WOMEN

I have the honour, which I deeply appreciate, of speaking this morning in the city of Havana on behalf of the delegations attending this Regional Conference to express our feelings and expectations about the Conference and the hopes of all the women of the Americas for its successful culmination.

Traditionally women have been and still are considered an important element in the life of countries, with clear and well defined functions, but basically as second class citizens with freedom of expression, a limited scope of action, an enormous desire to participate, but with great limitations on doing so. Women have been active in the search for new horizons, new ways of participation and new possibilities for action.

But, have they been able to broaden their expectations? Have they been able to act as they wish? Have they been able to participate fully?

The answer is definitely no!

The limitations imposed by existing cultural patterns, habits, traditions, the attitude of people and individuals, legislations, and their own training have prevented women from placing at the service of the community that human and intellectual potential which is constantly repressed.

With the passage of time, however, substantial modifications have been changing women's behaviour and fresh winds have brought hope and positive facts.

Some background information on this topic can enlighten us.

It was back in 1928 that the Pan-American Conference was held in this same city of Havana and its members, under pressure by some ladies who were able to attend that Conference, agreed on creating an organ of expression exclusively for women through which the struggle for equality between men and women was to be undertaken. That was the birth of the Interamerican Commission of Women, which over 50 years of existence has never stopped struggling for an equality still not fully achieved.

Aware that, in order to carry out its mandate, it was necessary to give women equal treatment with that accorded men, in 1945 the United Nations created the Commission on the Legal and Social Status

of Women whose steady and effective work has been that of continuing the struggle for the incorporation of women into all the fields of activity, now with special emphasis on the field of development.

Summing up that great struggle of many years and recognizing the desires of women and men, the United Nations declared 1975 International Women's Year, and also that same year in Mexico the World Conference of International Women's Year showed great concern over the status of women and also some practical solutions for advancing the promotion of women in order to achieve their full incorporation. In compliance with the resolutions adopted in Mexico, particularly the World Plan of Action, the United Nations General Assembly has mobilized all its bodies and agencies so that, following the organization's guidelines, they provide women with motivations and governments with incentives and make the world's economic forces act to make women feel incorporated and actually incorporate themselves, feel themselves participants and actually participate in the basic processes of change and development the world is currently undergoing.

Three fundamental goals were set in 1975 for real development and women's incorporation into it: equality, development and peace.

It is evident that in every legislation there are norms that discriminate against women; it is necessary to review and update them as soon as possible in order to make their formulation effective.

It is true that the revision of legislation has already been undertaken and that in some cases it has been a head-on and decisive struggle of governments, individuals and entities to have legal norms revised to achieve full legal equality of the sexes. But equality does not exist only in the juridical or legal field; equality also exists in attitudes, it is a de facto equality. Although it is considered that equality exists in some countries, the truth is that de facto we are discriminated against. This is not really a complaint against men, who traditionally have been the legislators, it is the cultural factors, it is tradition, it is education, it is habits, what is worse, it is we ourselves. We permanently discriminate against ourselves and we must struggle against that.

One of the positive results of this Conference must be the formation of a general and practical awareness that discrimination must be eliminated from our attitudes, from our minds, from our status itself; then will come the fulfillment of the mandates of this awareness to make equality real and feasible. Mr. Iglesias said that development is one of the central topics of the present moment. What do we develop for and how do we develop ourselves? Would it be worthwhile to develop and to leave one half of humanity, the one half of the Latin American humanity that we women represent, out of that process? What good would a great economic development and better

possibilities of goods and services do, if half the Latin American conglomerate is left out of that development or winds up in the background of that development?

Women's incorporation into development, the central topic of this conference, makes us meditate on women's attitudes toward it. We are a part of development, we are incorporating ourselves into development, we want to incorporate ourselves into development, we are going to incorporate ourselves into development. We are looking for the ways to do so. The moment has come to do concrete things, to leave behind the mere theoretical speculations contained in magnificent volumes that have no possibilities for practical application. We must make real proposals that permit actions leading to fulfillment of the objectives of equality and development outlined by the United Nations for International Women's Year, and that will undoubtedly lead us to a much-needed peace without which equality and development are meaningless.

The contribution of women to world peace has been undeniable and we will go on making great efforts to preserve the peace.

Much is being said about Latin America's underdevelopment and about the efforts being made to overcome it. The more men and women co-ordinate and join in efforts to overcome this situation, the quicker we will advance. There are many beautiful phrases with lots of rhetorical and aesthetic sense and perhaps with content as well but they do not always offer solutions that are easy to put into practice, turning slogans into actions. I am sure this conference is not going to be just one more conference. It will be a conference in which the delegates from the governments of the Americas, convinced of their potential in the world and of the necessity to express themselves with unity, seriousness and capability, will make decisions that, though not binding, will exert great and lasting pressure on governments, on the United Nations, on the groups of decision-making men and women who understand why we women want to incorporate ourselves into the development process, what women's integration means and what it is worth, and how this integration will be decisive in the process of changing the Americas and in the final takeoff toward real development.

We have been asked to draw up a plan of action for the region and, on behalf of the delegations, I assure you that we will draw it up and that it will be a different plan, as I have already said and not just another plan; we have many plans that are not being implemented. Our aim is to produce an instrument with special characteristics: that it is feasible, i.e., that it can be carried out, that it is possible, that it is expeditious, that it is effective, that it is flexible and not so rigid, but rather adaptable to the needs and priorities of each State and that it reflects the region's concerns and aspirations, respecting ways of life, traditions, customs, attitudes, but applicable at any given moment in a positive and effective way.

We have more duties than rights and we are striving to find a balance between both. Traditionally we women have fulfilled our duties, and it is good that this has been so. But many of our rights have been trampled on and ignored and the time has come to put into effect this valuable aspect and this concept that implies the declaration of equality. Adequate publicizing of this situation is indispensable. Knowledge of how rights are stipulated and how to exercise them should be a permanent policy of governments and agencies, seeing to it that those people who receive a deformed truth from certain mass media become aware of them and may exercise them fully.

We should also seek a change in attitudes, but a real, positive, effective change because in Latin America, traditional attitudes are highly discriminatory. We should begin by eliminating the word "machismo" which has well-known implications, but we should especially achieve a conceptual change and arrive at the stage of feeling fully identified with men, seeing them as our comrades, as people with whom we walk shoulder to shoulder seeking better things at their side and building a more just, more equal society together, becoming comrades in the same struggle trying to advance successfully, united by the same cause, with the participation of half of the population which is sometimes marginalized.

And that woman herself, as a woman, obtain a new vision of the new dimension presented to her in the universe, that she truly accept her feminine condition as one favourable to development, and in accepting it, also assume her rights and duties as an intrinsic part of her personality and that she emerge with equal opportunities and equal status with men, with no limitations or differences.

Traditionally, decisions have been taken by men with little and rare participation from the feminine sector. Women's participation should be urgently sought at high, medium and low decision-making levels so that, besides fostering their introduction and implementation they become more effective and truly answer to the existing reality and to the expectations that have been created.

It is up to women to change her comfortable condition of "woman as an object" and become "woman as a subject". This step towards "woman as a subject" has been taken and is effective. But if there are still left-overs from that old condition, I invite women to ponder on the obligation of changing and becoming mistress of her own personality, her own qualities, her own value, and of saying: I am the subject of duties and rights, I can participate fully, I seek to incorporate myself and integrate fully into every process of change. Woman as an object should be left behind. Let us all, men and women, be "individual subjects".

We could continue making this type of analyses but it would weary such a respectable audience and I do not want to impose on you. A few words concerning the recent meeting of the United Nations Commission on the Legal and Social Status of Women in which a draft convention was passed on the "elimination of discrimination against women". As a complement to the efforts of the United Nations, a legal instrument of this nature was necessary, opening broad perspectives in the field of the elimination of all forms of discrimination against women.

A Draft Convention will be presented to the United Nations General Assembly, at its fall meeting this year, and I trust it will be adopted so that when it is open to ratification by the States, it receives support and goes into effect as soon as possible. It is our duty when we return to our countries, ladies and gentlemen delegates, to become spokesmen for the necessity of it being passed and ratified, in order to create the conditions necessary for the radical changes of a legal and institutional nature in each country.

Many thanks to CEPAL for the opportunity to meet today and over this week, in which we will work with our best intentions, with the greatest devotion, constantly concerned that we do not disappoint the people who have sent us nor the international bodies, and especially, that we do not disappoint ourselves. We will give you tasks, gentlemen of the CEPAL, we will give you clear-cut and precise tasks; at a given moment we will also ask for a rendering of accounts, which you will surely provide with generosity, for we will not stop our action here; not only will we offer a plan of action, we will assess it and we will want to know what it was good for and why we met.

Many thanks to the government and people of Cuba for their hospitality. We feel at home. This island's marvelous sun, its people's warm welcome, the atmosphere surrounding the conference all augur the best. Thank you on behalf of all the delegations. We feel very honoured to be here and hope that the Cuba Conference will mark a milestone for women in the Americas in their integration into the process of development. We offer to work tenaciously, I have already said so. It is to be seen in the faces of all the delegations members, and the contacts we have established have determined it. We will work zealously, we will put forth an objective plan generous, open, clear-cut, denoting the unity of Latin American integration, identifying us all.

Thank you, comrades of the delegation, for having offered me this wonderful opportunity and I hope I have not disappointed you.

A last recommendation will be, apart from producing a regional plan of action, which CEPAL will sponsor at the governmental level and which we ourselves will also promote, that we must not forget the grass-roots of Latin America, which are its marginalized classes, its peasant women, its indigenous women, its indifferent ones, its ignorant ones, its oppressed ones.

Thank you very much.

STATEMENT DELIVERED BY MR. ENRIQUE V. IGLESIAS, EXECUTIVE
SECRETARY OF THE ECONOMIC COMMISSION FOR
LATIN AMERICA (CEPAL)

It is truly a pleasure for me to speak on this occasion in inaugurating the Regional Conference on the Integration of Women in the Economic and Social Development of Latin America, a governmental conference held within the framework of the United Nations.

First of all, I wish to give very special thanks to the Government of the Republic of Cuba for all its support during the preparation of the conference and for all the efficiency and generosity that have made it possible to hold this meeting here. Cuba is justly entitled to host this first regional conference on women, since it is one of the countries where the topic under discussion has awakened the intense interest of the government and the people, generating very important and interesting experiences for the other countries in the region.

This conference is undoubtedly part of a broader process of consciousness-raising that has ruled the modern world for several generations. Both as regards the problems of technological and economic change and the equally or more important questions of social change, a common denominator has governed this process since the post-war period, namely, the awareness of the need and the sense of urgency with which they are put forth.

A few days ago, during the seventeenth session of CEPAL, we had the opportunity of addressing the region's governments. We said, on that important occasion, that there are two great tasks and concerns related to the present Latin American economic and social situation which, taking into account the possibilities existing today, can become objectively feasible goals within a relatively brief period.

The first and perhaps most urgent one is to substantially alleviate if not eradicate the critical poverty affecting at least a third of the region's male and female population, with varying intensity and differences from one country to another.

In relation to this we said at the time that the most important factor in development, in the long run, is the form and extent to which the essential needs of the population are met, and that while it is important to realistically appreciate which social groups are incorporated into and participate in the benefits of economic growth, those excluded from it - unfortunately so large in number - can never be ignored.

The second task consists of the need to adapt to the rapid changes that are taking place in the world. It becomes necessary to seek a different and more favourable way of being a part of it, whether by devising and implementing actions leading to a New International Economic Order in the interests of Latin America, or through a more accelerated and profound modernization of the State and the social structure of our countries.

Along this line of concerns and objectives, the problems of social development become an essential rather than a secondary element. It becomes necessary to redirect the prevailing styles of development so that the productive system, without losing any of its expansive dynamism, at the same aims at solving the basic wants of the vast majority, attending to the more urgent social problems with a long-range vision, aiming at lasting irreversible and accumulative effects, and achieving sustained progress for so many men and women who endure the conditions of an impoverished social life.

When we say that it is not enough to grow economically, no matter how indispensable this is, but that it is equally or more decisive to determine for whom and how growth takes place, this means that development can only be assessed by the form and extent to which the needs of all social sectors are met: those of its men and women in backward rural areas, in the jungles and mountains, and in urban slums.

It is in this context, and within the concept of integral development, that actions tending to improve the varying situations of women in the region should be placed, with special stress on poor rural and urban women. It is imperative to struggle against the discrimination of which they are victims in order to effectively incorporate them into the tasks of society's development. It is in this context of integrated social development that the measures aimed at legal equality between the sexes actually acquire their deepest significance: i.e., establishing national mechanisms for formulating and implementing policies; incorporating women into active life through jobs, education, health, the family, social services, political participation; preventing the deforming distortion of the image of women by the mass media and by predominating cultural patterns.

That is the master line which gives coherence to the activities CEPAL has carried out, is now carrying out, and will continue developing in compliance with its responsibilities as a United Nations regional body. The 1975 Caracas Seminar, the World Conference in Mexico that same year, the 1976 Buenos Aires Seminar, the Technical Consultation Meeting in Mexico early this year - all are milestones along the way, to which may be added many other activities which show the consistency of this process.

Thus, the foundations are being laid for operating fully in keeping with the mandates given by the Regional Plan of Action adopted at this conference. A special co-ordinating unit on women is already in operation in the secretariat, with the outside support that enables it to fulfill its basic tasks, i.e., to co-ordinate regional action in this field, to offer support and technical assistance services to the region's governments that require it; to carry out research; to compile data oriented toward the diagnosis, examination and evaluation of women's status in the region; and to publicize relevant information.

The secretariat of CEPAL is placing considerable emphasis on those social problems that have great significance for the region at present. A group of related projects studying these social problems from different perspectives, has been organized for the next biennium and is already in operation. There are two central projects in it which we consider of capital importance: the first concerns massive and critical poverty, while the second one concerns the social aspects of rural development, with special attention to rural poverty. In the field of studies on women we also plan to concentrate a considerable amount of resources and efforts on improving the social status of indigenous and rural women. Thus, this group of projects from the secretariat's work programme will permit us to obtain additional and complementary results which will undoubtedly contribute to increasing the level of productivity and the scope and quality of the work. At the next CEPAL session we hope to be able to place before the region's governments conclusive results which are both a diagnosis of the general social situation, especially that of women, and at the same time serve to formulate measures and policies that will lead to the achievement of these broadly shared ideals of making economic growth compatible with social equality for men and women.

This conference has been called to discuss and eventually approve a Regional Plan of Action that will be the culmination of a stage of solid and coherent construction in which the elements necessary for its formulation have been assembled through a series of valuable seminars, meetings, and concerted and co-operative studies and work held throughout the region.

At the same time, this conference is also the starting point for a stage of activities oriented by mandates which the region's governments have given themselves and, of course, CEPAL as well.

The results of the work carried out during this stage are to be assessed regionally in 1979 and subsequently at the 1980 World Conference, in accordance with the United Nations Programme for the Decade of Women, recently adopted by the General Assembly at its thirty-first session.

These results can only be obtained through the effective achievements of all concerned. Consequently, all the representative agencies and bodies of the United Nations system operating in the region must co-ordinate their activities and programmes so as to achieve the objectives of the plan in order that interregional co-operation may express itself clearly and vigorously and that the governments and other institutions to which this Regional Plan of Action is directed may do their utmost in the fulfillment of their national objectives and co-operate to ensure the success of the regional efforts.

CEPAL is conscious of its responsibilities at the regional level in the fulfillment of these important tasks, and it will make every effort to live up to the requirements this entails.

We thank the Government of Cuba, whose country was justly selected to host this regional conference, for the enthusiasm, generosity and devotion that has gone into its organization. I also wish to greet all the CEPAL member governments in attendance and to wish them every success in their work so that the Plan of Action drawn up by this conference may meet Latin America's hopes and needs.

STATEMENT BY MRS. VILMA ESPIN, MEMBER OF THE
COUNCIL OF STATE AND PRESIDENT OF THE
FEDERATION OF CUBAN WOMEN

Distinguished delegates:

First of all, allow us to express our gratitude for the esteem you have shown for our country in choosing it as the site for this important meeting and in electing the head of its delegation as president of this first Regional Conference on the Integration of Women into the Economic and Social Development of Latin America. We pledge our utmost efforts, in collaboration with you for the successful completion of our work.

When Lic. Héctor Rodríguez Llompart, Minister President of the State Committee of Economic Collaboration, inaugurated the Conference, he welcomed you to our country. Now we too wish to express our cordial welcome and satisfaction at receiving you on our island on behalf of our delegation and in particular, in the name of the Federation of Cuban Women, an organization with over two million members.

We hope that during your stay among us you will be able to appreciate the deep transformations that have taken place at all levels, making possible the participation of Cuban women, on the basis of full equality, as builders and beneficiaries of a new society, struggling with dedication to achieve economic, political and social development.

It is our intention to offer you the best possible conditions for carrying out your work, with the modest resources of a country like ours which is committed to a persevering daily struggle against underdevelopment.

The great importance of the designation of 1975 as "International Women's Year" by the United Nations is evident to all of us. It provided an adequate framework which made possible the discussion and adoption on a worldwide basis of plans and measures aimed at achieving the integration and participation of women, on an equal basis, in all fields of activity.

International Women's Year effectively contributed to highlighting the great importance of women's problems in the present day world.

We have the guidance of decisions adopted at the World Conference held in Mexico two years ago. Chapter 5, "International and Regional Action", of the Plan of Action passed at that Conference says in paragraph 207:1/

"The regional commissions for Africa, Asia and the Pacific, Europe, Latin America and Western Asia should stimulate interest in the Plan and provide national Governments and non-governmental organizations with the technical and information support they require to develop and implement effective strategies to further the objectives of the Plan in the regions. Where they have not already done so, the regional commissions should establish appropriate machinery for the purpose. This might include a regional standing committee of experts from countries of the region to advise the commission on its activities directed towards the integration of women in development in relation to those of Governments and other agencies in the region."

In Resolution No. 4 of that same Conference, all organizations of the United Nations system are called upon to provide the resources for effectively implementing the Plan.

At the same time, the Plan of Action implied a number of specific steps to be taken at the national level.

We must certainly emphasize the importance of the Declaration and the Plan of Action passed in Mexico. These documents have become the basis for action by all institutions in the system as regards eliminating all forms of discrimination against women. It is our task to carry on that work in CEPAL, the United Nations regional body for economic and social affairs.

In this connexion, we wish to stress the concern, the interest and the efficiency displayed by CEPAL in embracing at the regional level the topic of the situation of women and the importance of their participation in development. Proof of this are the seminars held in Caracas in 1975, Buenos Aires in 1976 and the recent meeting of the group of experts in Mexico in January 1977, which have given us a valuable tool for saving time and effort and thus permitting us to advance more rapidly in the task this Conference has been given.

The next five days will undoubtedly be days of intense activity, and the first indispensable step is to define the organization of the work and to structure the meeting in order to make the best possible use of our time and effectively achieve the objectives for which the Conference was convened.

1/ See paragraph 207, of the World Plan of Action for the Implementation of the Objectives of the International Women's Year in Report of the World Conference of the International Women's Year, E/Conf.66/34, United Nations, New York, 1976.

Annex 3

LIST OF DOCUMENTS

1. Basic document

E/CEPAL/L.146

Draft Regional Plan of Action for the Integration of Women in Development (Mexico, 10-14 January 1977).

2. Reference Documents

"World Plan of Action for the Implementation of the Objectives of the International Women's Year" in United Nations, The Mexico Declaration. Plans of Action, (World Conference of the International Women's Year), December 1975. The Guatemala Appraisal: Notes on the economy and development of Latin America (prepared by the CEPAL Information Section) Nos. 244/245, May 1977.

E/CEPAL/L.147

Women in the Human and Social Development of Latin America.

E/CEPAL/L.157, and
Add.1

Replies by international organizations to the consultations made by the secretariat of CEPAL on the Preliminary Draft Regional Plan of Action for the Integration of Women in Development.

E/CEPAL/L.158

Resolutions adopted recently by the General Assembly and the Economic and Social Council concerning the activities of the United Nations system with respect to the social situation of women and their integration in development.

E/CEPAL/1006/Rev.2

Report of the Regional Seminar for Latin America on the Integration of Women in Development, with Special Reference to Population Factors (Caracas, 28 April-2 May 1975).

ST/ESA/SER.B/9

Report of the United Nations Regional Seminar on the participation of women in economic, social and political development: obstacles that hinder their integration (Buenos Aires, Argentina, 22-30 March 1976).