
ACTION PROGRAMME

**Based on the resolutions and recommendations
adopted at the XXIX Congress, Athens, Greece 1992**

Declaration of Principle

The IAW reaffirms the principle of equal rights for women and men.

The IAW acknowledges that achieving the goals of the UN Decade for Women — Equality, Development and Peace — is necessary to attain a society based on liberty and political, economic and social justice in an interdependent world.

The IAW reaffirms the principles of the UN instruments of Human Rights and reaffirms its abhorrence of any discrimination on grounds of sex, race, colour or creed, whenever and wherever it occurs.

The IAW aims for world-wide adoption and implementation of the Convention on the Elimination of all Forms of Discrimination Against Women.

Equality in civil and political rights

The IAW, taking into consideration that the substantial participation of women in political life is a requirement of democracy and a factor for the realisation of equality and development and for the establishment of peace and social justice;

that the actual participation of women in all decision-making bodies and particularly in the organs of political power is far from being equal;

that positive measures (beyond the granting by legislation of equal political rights) is necessary for the achievement of equality;

that the quota system is one of the most effective measures to reach gender parity;

Recommends its affiliates to

(a) urge their governments, political parties and other decision-making bodies to introduce gender parity, that is to adopt a minimum quota for women's participation in all political and administrative organs — central and local — in all lists of candidates, in all decision-making centres and in international delegations;

(b) encourage women by positive measures to participate in government at all levels, to stand as candidates in all political parties and to take part in all planning and decision-making in order to ensure that women's perspectives are recognised and taken into account;

(c) establish, develop and maintain national machinery to effectively monitor and enforce measures towards equality for

women and to emphasise the importance of wide publication and distribution of the UN Forward-Looking Strategies (FLS) and the Convention on the Elimination of all Forms of Discrimination Against Women;

(d) urge governments and international bodies to implement the principles, articles and strategies —de jure and de facto— of the above-mentioned FLS and Convention in all future legislation

(e) promote positive measures in order to advance a greater number of women to high level positions in all mass media

(f) urge the mass media to project positive images of women.

Equality in the field of economics

The IAW, taking into consideration that economic independence is a prerequisite to equality, urges its affiliates to work towards the achievement of the following goals in:

A. Salary / Wage employment

1. the implementation of equal pay for work of equal value
2. the provision of facilities, such as day-care centres, and flexibility in working conditions (work schedules, leaves etc.) for all workers with family responsibilities without loss of benefits or other discrimination
3. the right of women to participate in training opportunities which upgrade their skills and income-earning activities, with special emphasis on older and/or immigrant women entering or re-entering the labour force, and on those skills relating to

new technologies

4. the lobbying of governments, employers, and trade unions to adopt practical measures that enhance for women employees in career the opportunities track positions.

B. Self-employment

1. equal access for women to land, credit, legal, technical and management support in setting up business and professional practices
2. the right to a full pension and health coverage for self-employed women

C. Work-related benefits

1. equality for women and men in work-related pension, health and unemployment insurance schemes, with special provision for vulnerable worker categories such as unpaid workers in family enterprises, irregular workers and immigrants.

D. Domestic Work

1. the recognition by governments and societies of the economic value in terms of Gross National Product of women's domestic labour and the transformation of that recognition into tangible benefits for women
2. the recognition of volunteer and domestic work as work experience in certain fields e.g. time management, financial management, inter-personal relations and motivational and negotiation skills, informal education, paediatric and geriatric health care.

E. General Economic Equality

1. the revision of family, property and inheritance laws which ignore the contribution of women to family prosperity and welfare
2. the establishment of separate taxation for spouses
3. the participation of women at all levels of planning for economic development
4. the provision of sufficient protection for women and men without a minimum income
5. the monitoring of economic development and investment projects for their impact on the ecology and the livelihood of women.

Equality in education

The IAW, taking into consideration that education is the basis for the full promotion and improvement of the status of women and that it is the basic tool for women to fulfil their role as full members of society.

that the Convention on the Rights of the Child and the Convention on the Elimination of all Forms of Discrimination against Women provide the fundamental right to basic literacy for all

Recommends its affiliates to

- (a) increase women's participation by use of affirmative measures (such as the quota system) in the formation of educational policy at both central and local government level and in all institutions of education. Women should be properly represented as governors, directors etc. and in parent-teacher associations

- (b) intensify the drive to eradicate illiteracy throughout the world and to press for compulsory primary education in all countries and, where this has been attained, for compulsory secondary education;
- (c) lobby for both formal and informal, life long opportunities for education to be made available to women, increasing access to all levels of education;
- (d) press governments to undertake programmes aimed at early school-leavers;
- (e) encourage women to enter into non-traditional education leading to new jobs and professions particularly related to new technologies;
- (f) urge governments to include the teaching of women's rights within a context of human rights both in schools and in teacher training colleges;
- (g) lobby for gender studies to be used as a means of breaking down stereotyping and of increasing awareness of gender bias;
- (h) promote the use of mass media for both formal and informal mass education, particularly for women and monitor it for gender bias;
- (i) lobby for peace education to be part of the school syllabus and press for education to promote a greater awareness of environmental problems;

Equality in the social field

The IAW, taking into consideration — that the end of the Cold War did not fulfil the expectations towards world-wide peace and did not realise the reallocation of resources from military budgets towards social development.

that economic deterioration and social unrest in many parts of the world, drought and the terrible famine in Africa have deteriorated sharply the world's social situation.

Recommends its affiliates to:

- (a) work towards changing those social attitudes and values which remain the greatest obstacle to equality;
- (b) put pressure upon governments to provide support systems for parents working outside the home through the provision of appropriate, accessible, affordable child care facilities;
- (c) press for adequate support systems for the care of the elderly and the disabled and the development of strategies in order to integrate them into the mainstream of development;
- (d) work towards the implementation of concrete and specific action to eradicate and prevent all forms of cultural, state, societal and family violence, against women and children, abuse and exploitation of them.
- (e) urge governments to support initiatives that establish shelters for battered women, rape crisis hotlines for victims, free legal advice and other forms of assistance;
- (f) increased therapeutic treatment for both the victims and the aggressors;
- (g) the promotion of the wellbeing of the female child and positive attitudes towards the female child and the understanding that the girl child is an asset, not a burden.



Equality in the field of health

The IAW, taking into consideration —
that many women do not enjoy equal access to health care and information;

that many girls and women are subjected to physical abuse, to lack of health care and to health endangering practices;

that women, while being the main health carers for young and old in their families often do not receive adequate care themselves particularly during the child bearing period, in old age and when handicapped;

that more adequate measures for women are needed for the prevention and therapy of drug abuse.

Recommends its affiliates to support and commend the efforts of the WHO and other specialised institutions to improve both curative and preventive health care for women throughout

their life-span, specially to:

- (a) raise awareness on the prevention of maternal mortality and morbidity including information on family planning
- (b) promote health education beginning at kindergarten age, and sex education, especially concerning the dangers of sexually transmitted diseases (STDs) and AIDS
- (c) promote programmes for the prevention of drug abuse and promote specific therapeutic treatment for drug addicted women and their co-dependents
- (d) urge governments world wide to eliminate all traditional practices which endanger the health of girls and women
- (e) encourage the training of women as doctors and health care workers and promote a wider representation generally of women in the health care industry
- (f) promote awareness of the causes of excessive use of tranquillisers by women and the dangers of this practice.