



INTERNATIONAL WOMEN'S YEAR:

Priorities and Considerations

Statement prepared for the information
of the Parliament and tabled by the
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Prime Minister.

4 December 1974

INTERNATIONAL WOMEN'S YEAR

It is a basic human right that neither women nor men should be excluded in law or in fact from the political, social, economic or cultural life of their country.

This Government has long recognised that discrimination against women is incompatible with human dignity and the well-being of society.

For the first time in the history of Australia, a national government has made a conscious and genuine attempt to overcome the decades of neglect from which women have suffered, to give to women and to men the ability to freely choose that way of life best suited to them individually.

International Women's Year 1975 will provide an opportunity to stand back and assess what has already been achieved as well as enabling the initiation of further programs based on a deep commitment to these basic human rights.

Background

On 18 December 1972 the United Nations General Assembly adopted the following resolution (3010 (XXVII)) proclaiming 1975 as International Women's Year:

" The General Assembly,

Considering that twenty-five years have elapsed since the first session of the Commission on the Status of Women was held at Lake Success, New York, from 10 to 24 February 1947, and that this is a period which makes it possible to take stock of the positive results obtained,

Bearing in mind the aims and principles of the Declaration on the Elimination of Discrimination against Women, adopted by the General Assembly in resolution 2263 (XXII) of 7 November 1967,

Recognizing the effectiveness of the work done by the Commission on the Status of Women in the twenty-five years since its establishment, and the important contribution which women have made to the social, political, economic and cultural life of their countries,

Considering that it is necessary to strengthen universal recognition of the principle of the equality of men and women, de jure and de facto, and that both legal and social measures have to be taken by Member States which have not yet done so to ensure the implementation of women's rights,

Recalling that its resolution 2626 (XXV) of 24 October 1970, containing the International Development Strategy for the Second United Nations Development Decade, includes among the goals and objectives of

the Decade the encouragement of the full integration of women in the total development effort,

Drawing attention to the general objectives and minimum targets to be attained in the course of the Second United Nations Development Decade, as defined by the Commission on the Status of Women and adopted by the General Assembly in its resolution 2716 (XXV) of 15 December 1970,

Considering that, with those ends in view, the proclamation of an international women's year would serve to intensify the action required to advance the status of women,

1. Proclaims the year 1975 International Women's Year;
2. Decides to devote this year to intensified action:
 - (a) To promote equality between men and women;
 - (b) To ensure the full integration of women in the total development effort, especially by emphasizing women's responsibility and important role in economic, social and cultural development at the national, regional and international levels, particularly during the Second United Nations Development Decade;
 - (c) To recognize the importance of women's increasing contribution to the development of friendly relations and co-operation among States and to the strengthening of world peace;

3. Invites all Member States and all interested organizations to take steps to ensure the full realization of the rights of women and their advancement on the basis of the Declaration on the Elimination of Discrimination against Women;

4. Invites Governments that have not yet done so to ratify as soon as possible Convention (No. 100) concerning Equal Remuneration for Men and Women Workers for Work of Equal Value, adopted by the International Labour Organisation in 1951;

5. Requests the Secretary-General to prepare, in consultation with Member States, specialized agencies and interested non-governmental organizations, within the limits of existing resources, a draft programme for the International Women's Year and to submit it to the Commission on the Status of Women at its twenty-fifth session in 1974."

This resolution stresses the need to promote equality between women and men and to ensure the full integration of women in the total development effort. It invites member governments and interested organisations to take steps to ensure that appropriate measures be taken to abolish sexually discriminatory laws, customs and practices; to educate public opinion; to eradicate prejudiced ideas concerning the inferiority of women; to ensure equal access to education and equality of opportunity and earnings in the workforce.

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The Australian Prime Minister, in a statement to mark International Women's Day on 8 March 1974, announced that the Government was preparing an official program for International Women's Year. The Prime Minister paid tribute to the work of women's groups throughout Australia in seeking to use International Women's Day and International Women's Year to draw attention to the achievements of women and to the need for continued efforts to remove discrimination against women.

On 24 July 1974 the Prime Minister announced in the House of Representatives that a National Advisory Committee would be established composed of individuals from the community whose differing backgrounds could assist the Government in the formulation of a program for the year. He went on to say that the Government had already established a Secretariat within the Department of the Special Minister of State and that an Interdepartmental Advisory Committee would be formed whose task it would be to develop and co-ordinate the activities of government departments and agencies.

The Prime Minister himself has taken ministerial responsibility for the year, assisted by the Special Minister of State in his role as Minister Assisting the Prime Minister.

In the same statement the Prime Minister also announced that the Premiers of each State had been approached and that he confidently expected that both state and local governments would be glad to participate in this program.

In the Budget Speech on 17 September 1974 the Treasurer announced that two million dollars had been set aside for International Women's Year activities in the financial year 1974-75.

National Advisory Committee

The members of the National Advisory Committee for International Women's Year were announced on 11 September 1974.

They were selected to ensure a blend and balance between skills and interests in the total group. The Prime Minister invited on to this Committee individuals with differing backgrounds, differing experiences and differing expertise rather than using the more traditional method of seeking a representative from different organisations or sections of the community. The hope was that by bringing together people with practical experience the gap between understanding a problem and finding ways of lessening it could begin to be bridged.

Ms Elizabeth Reid, the Prime Minister's Adviser on matters relating to the welfare of women, was appointed convener of the Committee; its other members are:

Ms Shirley Castley - child welfare officer in Tasmania

Mr Barry Egan - trade unionist

Ms Irene Greenwood - lifetime fighter for women's rights
in Western Australia

Ms Ruby Hammond - member of various South Australian
aboriginal committees

- Ms Jeanette Hungerford - Queensland occupational therapist
- Ms Caroline Jones - extensive media experience
- Mr James Oswin - Secretary, Department of the Media
- Ms Maria Pozos - active amongst migrant women in
Victoria
- Ms Ruth Ross - physiotherapist, active in many
voluntary and women's groups in
the Wollongong area
- Ms Diana Waite - experience in problems of women in
remote areas, particularly the North
West of Australia
- Mrs Margaret Whitlam - journalist and former social worker.

It is not the role of the National Advisory Committee to impose upon the women of Australia a predetermined program. It is their hope that all women in Australia will speak out their thoughts, their needs, their worries, their hopes and their dreams for the future. It will be the women of Australia, be they Aboriginal or newcomers, young or old, English speaking or non English speaking, married or unmarried and so on, who will determine Australia's program for this year.

In his speech at the inaugural meeting of the National Advisory Committee on 11 September 1974, the Prime Minister said:

"One of the regular and often unnoticed activities of the United Nations is its designation of International Years for the purpose of drawing attention to matters of human significance. For

instance, in the past decade there have been proclaimed such years as

International Co-operation Year (1965)

International Year for Human Rights (1968)

International Education Year (1970)

International Year to Combat Racism and Racial Discrimination (1971)

World Population Year (1974)

In the past, in Australia, these Years have been celebrated within the community through the activities of various organisations, but rarely have governments taken these Years seriously enough to plan far-reaching and imaginative programs aimed at achieving the objectives of the Year.

My Government has decided that there is much more that can be done, at a national level, to assist and co-ordinate the celebration of these Years.

The struggle for universal human rights is a protracted and perhaps an unending struggle. International Women's Year is considered to be especially important in that the Government is determined that its actions and philosophies adopted in the international forum be matched with those pursued at home. In the United Nations, Australia is becoming known as an outspoken contender for basic human rights. We acknowledge

that we have a continuing obligation to do all in our power to promote respect for human rights.

To my mind, the Universal Declaration of Human Rights is one of the most significant and enlightened achievements of the United Nations, and it is from this fundamental commitment to the dignity of people that 1975 was unanimously proclaimed on 18 December 1972 by the United Nations General Assembly to be International Women's Year.

It is worth considering the fact that it was thought necessary to nominate a year for all nations to make a concentrated effort towards ensuring that women enjoy the dignity of basic human rights, that they are integrated into society and that there is a recognition of the importance of their contribution to society.

It is worth considering this fact because it is a sobering thought that women throughout the world have to be granted an opportunity to be heard.

The formation of a National Advisory Committee, and this its inaugural meeting, is an insurance

that Australia will face the responsibility that this year places upon us.

It is my hope that you will be able to marshall, co-ordinate and encourage the dedication, energy and enthusiasm of organisations and women within the community, and that in addition you will provide a national direction to this activity so that 1975 is not only a year of significance in itself but that it will have made a lasting contribution towards reducing the prejudices and lack of opportunity from which women suffer. It is also my hope that this year will ensure a lasting recognition of the great contribution that women have made, and continue to make, to Australian society.

Government legislation can only achieve so much and I shall not pretend to you that any Government can achieve immediately for Australian women the revolution required to allow them to develop fully as individuals.

For instance it must be said that, even if we were to remove all the inequalities of opportunity and of status, it still would not be enough. We have to attack the social inequalities, the hidden

and usually unarticulated assumptions which affect women not only in employment but in the whole range of their opportunities in life.

This is not just a matter for governments and for action by governments - it is a matter of changing community attitudes and uprooting community prejudices, and in so far as this requires a re-education of the community then clearly governments alone cannot be expected to do the whole job.

You are probably aware of what we have done. One of the purposes of the Human Rights Bill was to permit Australia to ratify the Convention on the Political Rights of Women, which was adopted by the United Nations in 1952 and came into force in July 1954. Australia is not a party to the Convention on the Political Rights of Women as there is still legislation in two States, South Australia and Tasmania, that does not yet fully conform with the requirements of that Convention. The Convention provides that women shall be entitled to hold public office at Australian and State level on equal terms with men, without any discrimination. Action has already been taken to amend Australian legislation relating to the

Public Service to remove provisions that offend against this Convention. It is expected that Australia will ratify or accede to that Convention after these defects have been overcome, either as a result of the proposed Human Rights Act or by the enactment of specific legislation on the subject.*

My Government has already established a National Committee on Discrimination in Employment and Occupation. Other actions taken by the Government in the area of women's employment include:

Successful intervention in December 1972 in proceedings before the Australian Conciliation and Arbitration Commission to have established the principle of equal pay for work of equal value. Consultations with State Governments have led to most States agreeing to this principle.

* The two governments are now amending the legislation. Australia, therefore, will deposit an instrument of accession to the Convention on the Political Rights of Women with the United Nations on the 10 December 1974, the 26th anniversary of the Universal Declaration of Human Rights. In Geneva on the same day Australia will ratify the International Labour Organization Convention No.100, The Equal Remuneration Convention, 1951.

- . The provision of training opportunities for women wishing to enter or re-enter the labour force after a period of domestic responsibility.

This coming year will also see the beginning of the implementation of the Government's new program for the care and education of young children. In no other country in the world has such an ambitious program been attempted. This program recognises the need for educational, health and welfare components in child care; it recognises the need for these same services for children whether they be looked after at home or elsewhere. It will break down the traditional distinctions between occasional care and regular care, between pre-school education and child minding. All children whether they be looked after at home or elsewhere will have access to local centres designed to take care of their educational, health, psychological and other needs. The implementation of this program will place Australia amongst those countries most genuinely concerned with welfare of the young.

Furthermore, the Schools Commission has established a committee to look into the relation

between social change and the education of women and girls. Recommendations from this committee will be included in the report to be presented to Parliament in the course of next year. Its terms of reference are far-reaching and its task a difficult one, for not only must it pinpoint those areas of education within which women are disadvantaged, but it must also make specific recommendations for future action.

Many other Government departments have programs planned for the coming year.

In the field of women's health, the first, and basic, initiative taken by the Government has been the establishment of the Leichhardt Women's Community Health Centre in Sydney. The aim of this centre is to meet a need expressed by women for a health service staffed by women directed solely towards the special health needs of women. This is a significant initiative of a completely new dimension deriving directly from the Australian Government's broad policy perspectives and the Community Health Program will be actively developed to give it priority.

Greater participation by women at all levels of health care planning, delivery and administration is being actively promoted and this policy is providing women with increasing opportunities of influencing the direction which health care is taking in the community.

In the field of Aboriginal health, Aboriginal women are being involved to an increasing degree in the delivery of health care to their own people.

The initiative of my Government which may have the most far-reaching consequences is the establishment of a Royal Commission into Human Relationships. It is the task of this Commission to investigate the stresses that society places upon relationships between people, in what ways inadequate housing, insufficient money, too many or too few children, the availability or otherwise of contraceptive counselling and the adequacy of medical care affect people and their relationships. This Commission has been asked to present regular interim reports and hence will also contribute to the success of the coming year.

We must however acknowledge that the inequality of women's position in society is deeply embedded not just in the institutions but also in the psychology

of the society. In this respect those women's organisations are correct which say that the first and fundamental step towards freedom is awareness by women themselves of their real inequality, of the extent of their social, political, economic and cultural discrimination and deprivation.

I have mentioned the general responsibility that the National Advisory Committee has for developing themes and programs for the year which will be of benefit to all women in Australia, whatever their education, their cultural background, their economic status, their occupation, their beliefs or their way of life. In so doing you also have the opportunity to tackle this basic problem of embedded attitudes, not only by encouraging the growth of community activity in areas affecting women but also by giving a significant boost to the level of awareness amongst women and men of the extent of these problems.

It is for this reason and because of our commitment to change in this area that my Government is determined that sufficient time and funds be available to achieve these ends and it is also for this reason that much time and thought went into the membership of the National Advisory Committee. We wanted, and we

have, a group of people whose unique expertise and experience is deeply grounded in their understanding of and demonstrated commitment to Australian women, their present and their future."

Objectives

In light of this brief the National Advisory Committee at this inaugural meeting formulated the overall objectives of International Women's Year for Australia as:

We live in a changing society and women are now being offered a unique opportunity to contribute to influencing the course of the changes which are taking place, the ultimate goal being a society based on the dignity of women, men and children.

A framework was developed to be followed in Australia during 1975 and, hopefully, beyond. It involves a three part approach:

(i) Change of attitudes

Institutional changes may not be beneficial unless based on real and thorough-going attitudinal changes in the society. This involves not only the way men see women but also how women see themselves. Clearly there is a need for an educative process of some considerable dimension directed towards examining and reassessing the beliefs that society holds about the capacities, potential

and life patterns of women and girls. As well as directing attention to adults there needs to be a special and concerted approach to the attitude formation of children and young people.

(ii) Areas of discrimination and suffering

There needs to be an identification of areas of discrimination against women in our society and a concerted attempt to solve the problems this creates or at least point the direction which possible solutions may take. Moreover there needs to be a recognition of the special problems facing women as women and a sympathetic and enlightened attempt to overcome them. For women to take their place in society on a basis of dignity and equality as human beings we must remove discriminations made against them because of their traditional sex/property function. Moreover we must go beyond this to recognise the special needs of women with a view to meeting these needs and overcoming the handicaps, thereby enabling a full and free opportunity for individual expression.

(iii) Creative aspects

The year is seen not merely as designed to overcome disabilities but also as emphasising and giving opportunity to the creative aspects

of women in their uniqueness within the human race. It is intended that the year be a joyous one and that celebrations occur which bring out these aspects.

The Program

Within this framework the Committee is seeking during 1975 to have initiated and encouraged activities such as

(a) the continued establishment of a network of community centres to respond to women's problems and encourage their activities -

(i) health, rehabilitation, crisis

- e.g. . health, peri-natal, etc.
- . shelter/refuge
- . crisis counselling
- . post-rape assistance

(ii) developmental/creative

containing for example -

- . collections (books, magazines, documents, films, videotapes etc.)
- . study facilities (reading rooms, audio-visual equipment)
- . facilities for meetings and discussion groups
- . workshops
- . creche
- . referral service on legal matters, employment and other social problems

- (b) sponsoring of research projects, e.g.:
- (i) male/female stereotypes
 - . effect of current education system and texts on children
 - . effect of literary stereotypes on the development of women's self image
 - . reflection in language of male perspectives
 - (ii) the isolation of women
 - (iii) victimology, including rape situations
 - (iv) formal and informal barriers to women's full participation in existing socio-political institutions
 - e.g. political parties, churches, local government, etc.
- (c) undertaking an education program - aimed at men, women and women
- e.g. . films, including TV films
 - . radio programs
 - . pamphlets/booklets
 - . lectures
- (d) convening workshops, seminars, conferences and discussion groups covering regions beyond the capital cities

(e) festivals/cultural activities focussing on women

- e.g. . special celebrations for International Women's Day in 1975
- . sponsoring festivals, exhibitions and performances
 - . sponsoring theatre productions
 - . sponsoring festivals

(f) International

- hosting of a U.N. inter-regional seminar entitled The Communication of Attitudes: Women, the Arts and the Media
- development of strategies for the integration of women into international plans for economic development

Activities

Consistent with the principles accepted by the United Nations for International Women's Year it was also decided that Australia adopt its own symbol embodying its particular objectives.

The Committee has sought the views of a wide range of individuals and organisations. Letters pointing out the importance of the year and calling for suggestions for themes and activities were sent to all women's groups, both young and old, ethnic organisations, professional organisations,

educational institutions, trade unions, business organisations, art galleries, music schools, and so on.

The initial response to the publicising of International Women's Year has been a steady trickle, fast turning into a flood, of submissions requesting funds or correspondence seeking information on closing dates or the sorts of projects to be funded. The costed submissions so far received total around \$3.5 million, but the bulk of submissions are still to come or to be costed.

Many of the submissions received are for projects that fall within the responsibility of existing government departments or other institutions. It is not a proper function of the National Advisory Committee to be an alternative funding agency for projects which the responsible departments or agencies do not wish to handle or which fall through the bureaucratic grid because the nature of the project is not clearly within the province of any one department or agency. Alternative funding will only push women's problems into the cracks and spaces between existing departments and institutions. It would be far better and have much more far-reaching consequences to attempt to change the attitudes of people within these institutions rather than to bypass them. This is a way of attempting to ensure that our objectives continue after 1975.

The National Advisory Committee will act as a focus for the demands that are coming in from women all over Australia, channel these demands into the appropriate departments, argue the need, the facts and the pro's and con's with the departments and act as a catalyst for action. Simultaneously, it can perform an educative role for the women or groups who have sent in submissions by, for example, informing them which government departments and authorities, state and local governments or other institutions have the responsibility for their projects and of progress and impediments.

Unless women gain political education and expertise their ability to bring about the changes they want will not be increased. This latter must be an important task for the Year.

The sorts of projects which lie within the responsibility of existing institutions are, for example, old care centres, women's health centres, women's refuges, family planning clinics, sex education programs, retraining schemes, legal aid, distressed housing, adult education, English language courses, rape crisis centres, interpreters for non English speaking people, town planning, pensions, consumer standards, counselling centres, sport, vocational training and so on.

Such projects must be an integral part of any government planning if governments are to respond to the

needs of the community as a whole. They require a commitment to ongoing funding - running costs and the like. This is a commitment that the National Advisory Committee is not in a position to give. Its direct funding must primarily be restricted either to once only funding or to commitments that can be fulfilled within its life span.

Women must be given more freedom within their chosen life patterns and more freedom in choosing alternative life patterns. They are at present bound in networks of limitations affecting their whole lives, bound by the range of possibilities open to them, by their immediate situations. The funds which are available to the National Advisory Committee must go towards activities that will help re-form or form anew the way things are in such a way as to re-affirm basic human values: sensitivity to people's needs, thoughtfulness, space and time to develop one's potential, support and encouragement rather than competition. Our primary purpose must be to change attitudes, to give the world a little shove in the right direction.

Some Considerations

The question - the lives of which women and how many will be eased by a project - must be the first question asked. As choices will have to be made between proposals there are certain considerations which must be taken into account:

- (a) that in the course of the year we must reach most if not all women either through projects potentially of benefit to all women or through

projects which specifically relate to areas of distress, suffering or discrimination

- (b) that no group of women should advance or gain benefits at the expense of any other women or group of women

- (c) that the proposal must be able to be implemented in the present social, political and economic climate

Not only those sectors of society which are articulate - that is, able to write submissions, approach governments, etc. - should benefit by the Year.

There are further considerations which are also important:

- (i) that the proposal must increase the possibilities of individual change and growth

- (ii) that it must help women to gain self reliance, self confidence, self pride and independence

- (iii) that wherever possible and relevant it should increase women's knowledge of the structure of the existing institutions and increase their political awareness

(iv) that whilst it is important to build a women's culture this should encompass and be accessible to all.

However, there must be an awareness that not all proposals, no matter how initially attractive, will be to the benefit of women or indeed of society in general. Thus, for example, the fight for protective legislation for women: although this legislation in the short term may have been beneficial, in the long term it has worked to the disadvantage of women in the workforce and ensured the continuation of unequal employment opportunities. These, in turn, have ensured the continuing existence of low paid, low status jobs which inevitably become women's jobs.

Hence, each proposal must be carefully considered, the advantages argued and the harmful effects weighed. At the same time, it must also be recognised that different women or groups of women will have different ways of working to achieve our objectives.

There is, however, another important consideration. Whatever life women choose for themselves it is essential that the value of this life be neither undermined nor overlooked. It is essential that women have a sense of self pride and of independence. Government handouts or "gifts" do not necessarily instil this. Thus funding should be on a percentage basis,

with, wherever possible, the rest of the funds obtained from other institutions or raised by the women themselves. The former will bring other authorities to recognise the needs of women and accept responsibility for them. These activities can also increase women's confidence in their ability to achieve the changes they want and provide opportunities to develop new skills and gain more knowledge.

The Committee intends to concentrate on funding projects which will change people's attitudes, force them to question and re-think their assumptions, beliefs, prejudices and opinions about women, their "proper" roles and their capacities and force them to become aware of their attitudes and responses.

Priorities

There are certain areas which affect or potentially affect every girl and woman in our society, whatever her education, her cultural background, her economic status, her beliefs, her occupation or her way of life. These are:

- . health and welfare
- . child care
- . education
- . work
- . creativity
- . general community attitudes

There are many projects which fall under the first five which are the responsibility of existing government departments or instrumentalities. However (with the possible exception of child care, for which a totally integrated and all-embracing \$75 million initial program is under way) there are many other important projects for which International Women's Year funds could be used and which would help people gain more information about existing services or programs, would help women to gain the self-confidence, information and knowledge necessary to lessen areas of distress, discrimination or suffering.

Some or all of these projects, e.g. the provision of extensive support services for migrant women, will, hopefully, as they educate the community, begin to challenge the accepted attitudes and myths which are prevalent in our society. Not only the projects funded by International Women's Year will have this impact. Those projects which are the responsibility of existing Government departments, once integrated within their administrative responsibility, will provide the broad base of support, self-confidence and security which, in the past, has been largely lacking for women, and without which any specific moves aimed at attitudinal change (such as International Women's Year) would fail.

In many instances, projects will fall within more than one of the areas singled out above. Further, specifying these areas is not meant to exclude any other area of need that is known to exist or which comes to light in the course of our activities.

These areas have been singled out in order to give direction to our initial decisions on activities and funding. It is our belief that when interpreted broadly - education as a life long process; health as including the problems of isolation and breakdown of attitudes of women to their bodies and doctors to women; work including that done at home as well as in the paid workforce - that these are the areas that affect, at some time in their life, all women.

Obviously there must be priorities within these areas and certain activities will be funded initially. The considerations which will guide these decisions have been set out above. Projects funded must not only be in line with our objectives but, whenever appropriate, must ensure that every effort is made to involve or reach all the immediately relevant sectors of the community and, where appropriate, must maximise the possibility of continuing and increasing benefits arising out of it. This latter can be achieved, for example, by including in the project the teaching of the skills necessary for this to occur or by recording successful projects in such a way that other groups can learn from the experience and carry the project out elsewhere. The former point about involvement is important because there are many people in our society who whilst being interested may be reluctant to participate because of, for example, the unfamiliarity of the surroundings, feeling of inadequacy particularly where skills are involved, lack of self confidence, a disparity between the languages, culture,

socio-economic levels, etc., of the organisers and the community or many other factors.

As well as the specific community assumptions and attitudes which lie behind and aggravate many of the problems in these areas there are also more general community attitudes which show up in the way women are spoken about or ignored, depicted in comic strips, advertisements and books, omitted from history and other areas of research, stifled in their creative potential, encouraged to be dependent or irresponsible, assumed to be unreliable in the paid workforce or assumed to have an easy life at home.

These attitudes too must be challenged and re-examined. To do this properly there is a need to have much more information, facts and statistics available and to stimulate much more research not just into the gaps in our knowledge but also into the determinants and consequences of changes in women's status and roles.

There will be a publicity campaign and in this as in all activities for the year every care must be taken about the means used. To claim that the money spent on educating girls is wasted if they only become receptionists or to argue on the awfulness of housework is to insult and humiliate those women who are receptionists or who earn a living by cleaning up the messes of other human beings. To argue that all women should be in the workforce is not only to turn a blind eye to

the problems and suspect values of the present workforce but is to induce feelings of guilt and inadequacy in those women who may have chosen to (and are able to) live a different life style. To keep on and on about the exhaustion, the frustration and the limitations of being at home with young children may merely increase these feelings without offering any solution: to offer congratulations on doing a highly skilled, complex and, at times, impossibly difficult job may begin to place value on a task which up until now has been both economically and socially undervalued.

Funding

The \$2 million which has been set aside for the 1974/75 financial year is to be spent in the following ways:

- (a) direct funding of groups or individuals
- (b) financing of special activities by departments
- (c) administrative costs and the costs of those activities which the Committee itself organises and carries out.

Since the main thrust of our activities is towards attitudinal change there will be significant expenditure on such things as a newsletter, a research task force, publicity, the convening of conferences, workshops, seminars, the employment of consultants and of community catalysts.

Whilst the setting of a closing date or dates might make the administrative burden easier, it is clearly preferable that submissions be able to continue to come in as needs arise or are recognised and also that submissions be not hastily written or ill-conceived because of the stricture of an early closing date. Moreover continual funding allows the reviewing of priorities and decisions in the light of experience as the year progresses. It will also enable submissions not originally funded because of a lower priority to be later reconsidered.

In summary then the strategy for funding will be -

- (i) continuous funding with initial funding being according to priorities in the areas outlined above
- (ii) continuous review of priorities and continuous assessment of the worthwhileness of funded activities
- (iii) reassessment of submissions in light of (ii).

This strategy enables immediate funding, particularly of proposals requiring early attention, and also allows for progressive receipt, examination and decisions on

There is a need to ensure proper stewardship of Government monies. There is also a need to ensure the technical competence of an applicant to receive a grant and to ensure that any project funded is carried out in the best

possible way. Hence it is proposed that all seriously considered applicants be interviewed by Committee members, members of the Secretariat or other appropriate persons.

Conclusion

The above are the priorities and considerations which will guide the Government's activities and decisions during the coming year.

The program which will arise out of them will inevitably reflect our concern that each member of our society be allowed the freedom necessary to develop within and participate in that society.