

appraisal of the existing instruments, strategies, plans and programmes that may be of direct or indirect relevance to women, are urged as a matter of priority to develop explicit policies and reviewable plans of action for the integration of women in their regular work programmes.

Paragraph 321

The methods and procedures employed for collecting information from Governments, regional commissions, non-governmental organizations and other international organizations and bodies should be streamlined and based on guidelines to be discussed by the Commission on the Status of Women.

2. Technical co-operation, training and advisory services

Paragraph 322

Measures of technical co-operation, training and advisory services directed towards improving women's status at the international, interregional and regional levels, including co-operation among developing countries, need some impetus. This would require the re-ordering of principles for the allocation of resources as well as targeted financial, material and human resource assistance. Notwithstanding resource constraints, the United Nations should continue the important role of reinforcing these increased benefits for women.

Paragraph 323

Technical co-operation should be approached with a new concept that will break the cycle of dependency, emphasize local needs, and use local materials and resources as well as local creativity and expertise and be based on the full integration of women as agents and beneficiaries in all technical co-operation activities. Local associations and mechanisms should be oriented to play a more active role in planning and policy-making. Emphasis should be given to broader access by women to capital for self-help projects, income-generating activities, enterprise development and projects designed to reduce the drudgery in work performed by women. Innovative demonstration projects, particularly with respect to the integration of women in non-traditional sector activities, should be an essential element in technical co-operation activities.

Paragraph 324

Agencies which do not have specific guidelines or project procedures relating to women in development interlinked with the other aims of the period up to the year 2000 should ensure that they are developed. Such guidelines and procedures should apply to all aspects of the project cycle. Existing guidelines and procedures have to be applied more vigorously and consistently; in particular, each project document should contain a strategy to ensure that the project has a positive impact on the situation of women.

Paragraph 325

Substantive staff training is needed to enhance the ability of staff to recognize and deal with the centrality of women's role in development, and adequate resources must be made available for this purpose. Implementation of policies concerning women is the responsibility of the particular organization as a whole. Responsibility is not merely a matter of personal persuasion. Systems should be developed which allocate responsibility and accountability.