

E/1987/52
English
Page 36

(iv) To make every effort to provide social support services for families of civil servants stationed abroad and to help spouses obtain employment at the same duty station.

United Nations system objectives

(i) To establish regular monitoring of the extent and level of women's participation in decision-making in the public sector at the national and international levels, and of the provision of and access to the means that will enable women to effectively assume responsibilities in decision-making processes;

(ii) To attain the targets set by the General Assembly for the recruitment and promotion of women in the United Nations;

(iii) To establish and attain similar targets for all other organizations of the United Nations system.

Strategy

Information on the level and extent of women's participation in management and decision-making in both the public and private sectors is uneven and not up to date in all cases. In order to keep the situation under review and demonstrate progress at the national and international levels, a series of periodic monitoring reports will be prepared globally and regionally. This will involve defining the levels at which monitoring should take place and the kinds of indicators of participation in decision-making to be used. The monitoring should cover both national public administration and international organizations. Conceptual work will also begin to extend this type of monitoring to the private and not-for-profit sectors. Workshops will be organized to provide women with the skills necessary to obtain managerial positions, and co-operation will be promoted between developing countries in this area.

The organizations of the United Nations system will co-operate in increasing the proportion of women recruited by the system at the professional and managerial levels and the proportion promoted to higher-level posts. Efforts will continue to improve working conditions, to establish incentive programmes and to ensure effective job classification for secretarial-level staff, the majority of whom are women. A review will be made of how various Governments and organizations are promoting the participation of women, and some preliminary conceptual work will be undertaken to develop new initiatives in this area.

The organizations primarily responsible for implementing this subprogramme are the United Nations (CSDHA, OHRM, DTCD, ESCAP, ESCWA), INSTRAW, ILO, UNIFEM and UNFPA.