

in the work-load of women, particularly when alternative policies are formulated to deal with the economic and debt crisis.

Paragraph 113

With due recognition of the difficulties involved, Governments, international and regional organizations, and non-governmental organizations should intensify their efforts to enhance the self-reliance of women in a viable and sustained fashion. Because economic independence is a necessary pre-condition for self-reliance, such efforts should above all be focused on increasing women's access to gainful activities. Grass-roots participatory processes and planning approaches using local talent, expertise and resources are vital and should be supported and encouraged.

Paragraph 114

The incorporation of women's issues in all areas and sectors and at the local, national, regional and international levels should be institutionalized. To this end, appropriate machinery should be established or strengthened, and further legislative action taken. Sectoral policies and plans should be developed, and the effective participation of women in development should be integrated both in those plans and in the formulation and implementation of mainstream programmes and projects and should not be confined solely to statements of intent within plans or to small-scale, transitory projects relating to women.

Paragraph 115

The gender bias evident in most development programmes should be eliminated and the prejudices hindering the solution of women's problems removed. Particular attention should be given to the restructuring of employment, health and education systems and to ensuring equal access to land, capital and other productive resources. Emphasis should be placed on strategies to assist women in generating and keeping income, including measures designed to improve women's access to credit. Such strategies must focus on the removal of legal, customary and other barriers and on strengthening women's capacity to use existing credit systems.

Paragraph 116

Governments should seek means to increase substantially the number of women who are decision-makers, policy-makers, managers, professionals and technicians in both traditional and non-traditional areas and sectors. Women should be provided with equal opportunities for access to resources, especially education and training, in order to facilitate their equal representation at higher managerial and professional levels.

Paragraph 117

The role of women as a factor of development is in many ways linked to their involvement in various forms and levels of decision-making and management in economic and social structures, such as worker participation in management, industrial democracy, worker self-management, trade unions and co-operatives. The development of these forms of participation, which have an impact on the development and promotion of working and living conditions, and the inclusion of women in these forms of participation on an equal footing with men is of crucial importance.