

order to increase knowledge, facilitate understanding and develop friendly relations between countries and peoples. Exchange visits of women from different countries and meetings with full participation by women should be encouraged.

Paragraph 358

In order to ensure that programmes and activities of concern to women are given the necessary attention and priority, it is essential that women should participate actively in the planning and formulation of policies and programmes and in decision-making and appraisal processes in the United Nations. To this end, international, regional and national organizations have been called upon during the Decade to advance the status of their female staff and to increase the number of women recruited. In the absence of overall targets and effective mechanisms for their achievement, however, greater efforts are needed to ensure the recruitment, promotion and career development of women. All bodies and organizations of the United Nations system should therefore take all possible measures to achieve the participation of women on equal terms with men at all levels by the year 2000. To achieve this goal, the secretariats of the United Nations and all the organizations and bodies within the system should take special measures, such as the preparation of a comprehensive affirmative action plan including provisions for setting intermediate targets and for establishing and supporting special mechanisms - for example, co-ordinators - to improve the status of women staff. Progress made to implement those measures should be reported to the General Assembly, the Economic and Social Council and the Commission on the Status of Women on a regular basis.

Paragraph 359

Women should be assured of the opportunity to participate in international, regional and subregional meetings and seminars, including those organized by the United Nations system, particularly those related to equality, development and peace, including peace education, and those directed to promoting the role of women in development through research activities, seminars and conferences to exchange experience and expertise. Similarly, women Parliamentarians should always be included in delegations to inter-parliamentary meetings organized by the Inter-Parliamentary Union and regional inter-parliamentary organizations.

Paragraph 360

The participation of women in promoting peace and in the struggle against the obstacles to peace at the international level should be encouraged. Networking of women at high decision-making levels related to peace and disarmament, including women leaders, peace researchers and educators, should also be encouraged in connection with United Nations system activities such as the International Year of Peace (1986). "Women and peace" should be a separate item in the programme for that Year.

Paragraph 361

In order to provide a firm basis for the integration of issues of concern to women in the overall development process, a greater effort is needed to define such issues and to develop useful models for action in socio-cultural, economic and political contexts. Work in this area can be undertaken in the national and regional research institutions, as well as in the United Nations and other international agencies. In this context, attention should also be given to increasing the planning capabilities of women.