

PROGRAMME 4. DECISION-MAKING

The participation of women in decision-making processes related to development is indispensable for women's effective participation in development, both as agents and as beneficiaries. Since development, equality and peace are interdependent and mutually reinforcing, the full participation of women in decision-making processes related to development cannot be separated from the objectives of equality and peace. This is particularly true for major policy decisions with developmental implications, such as choices between alternative development strategies, allocation of resources, decisions on war or peace and resolution of armed conflicts.

This programme seeks to implement the Nairobi Forward-looking Strategies for the Advancement of Women in relation to the developmental aspects of participation of women in decision-making processes at the national, regional and global levels.

Women's participation in decision-making processes is fundamental to the achievement of the other objectives of the plan. This programme emphasizes the means by which women can actively participate in decision-making, including political decisions, the determination of policies, the design of programmes, the allocation of resources, the implementation of activities and the assessment of results in all fields, including the promotion and maintenance of peace and security.

Specifically, this programme addresses the participation of women in management and decision-making in regard to development and related aspects of equality and peace. It focuses on the main channels of decision-making at the national, regional and global levels, such as Governments, legislative bodies, key managerial positions and international organizations, and the participation of women in groups, associations, co-operatives, trade unions and other non-governmental organizations which constitute the basic forms of their organized political participation at the local and national levels.

Subprogramme 4.1 Participation in management and decision-making

Intergovernmental objectives

(i) To achieve equity in the appointment, election and promotion of women to high-level posts, including those with managerial responsibility, in executive, legislative and judiciary branches of government and in political parties;

(ii) To establish institutional arrangements and procedures whereby women as individuals and as representatives of all types of women's interest groups, may participate actively in overall and sectoral policy-making;

(iii) To increase the number of women in decision-making posts concerned with foreign policy and in high-ranking bilateral and multilateral diplomatic posts;