

Paragraph 87

Governments and other employers should devote special attention to the broader and more equitable access and inclusion of women in management in various forms of popular participation, which is a significant factor in the development and realization of all human rights.

Paragraph 88

Governments should effectively secure participation of women in the decision-making processes at a national, state and local level through legislative and administrative measures. It is desirable that governmental departments establish a special office in each of them, headed preferably by a woman, to monitor periodically and accelerate the process of equitable representation of women. Special activities should be undertaken to increase the recruitment, nomination and promotion of women, especially to decision-making and policy-making positions, by publicizing posts more widely, increasing upward mobility and so on, until equitable representation of women is achieved. Reports should be compiled periodically on the numbers of women in public service and on their levels of responsibility in their areas of work.

Paragraph 89

With respect to the increase in the number of couples in which both partners are employed in the public service, especially the foreign service, Governments are urged to consider their special needs, in particular the couple's desire to be assigned to the same duty station, with a view to reconciling family and professional duties.

Paragraph 90

Awareness of women's political rights should be promoted through many channels, including formal and informal education, political education, non-governmental organizations, trade unions, the media and business organizations. Women should be encouraged and motivated and should help each other to exercise their right to vote and to be elected and to participate in the political process at all levels on equal terms with men.

Paragraph 91

Political parties and other organizations such as trade unions should make a deliberate effort to increase and improve women's participation within their ranks. They should institute measures to activate women's constitutional and legal guarantees of the right to be elected and appointed by selecting candidates. Equal access to the political machinery of the organizations and to resources and tools for developing skills in the art and tactics of practical politics, as well as effective leadership capabilities, should be given to women. Women in leadership positions also have a special responsibility to assist in this field.

Paragraph 92

Governments that have not already done so should establish institutional arrangements and procedures whereby individual women, as well as representatives of all types of women's interest groups, including those from the most vulnerable, least privileged and most oppressed groups, may participate actively in all aspects of the formulation, monitoring, review and appraisal of national and local policies, issues and activities.