



General Assembly

Distr.  
LIMITED

A/C.3/45/L.19/Rev.1  
1 November 1990

ORIGINAL: ENGLISH

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Forty-fifth session  
THIRD COMMITTEE  
Agenda item 102

FORWARD-LOOKING STRATEGIES FOR THE ADVANCEMENT OF WOMEN  
TO THE YEAR 2000

Australia, Austria, Bahamas, Byelorussian Soviet Socialist Republic, Canada, Chile, Côte d'Ivoire, Denmark, Finland, Greece, Guinea-Bissau, Iceland, Indonesia, Ireland, Italy, Malaysia, Netherlands, New Zealand, Norway, Philippines, Senegal, Sweden, Turkey, United States of America, Uruguay and Venezuela: revised draft resolution

Improvement of the status of women in the Secretariat

The General Assembly,

Recalling Articles 8, 100, and 101 of the Charter of the United Nations,

Recalling also its resolution 2715 (XXV) of 15 December 1970, by which it first addressed the question of the employment of women in the Professional category, and all relevant resolutions that have continued to focus on this area since then,

Recalling further the Secretary-General's report of 8 November 1985 on the improvement of the status of women in the Secretariat <sup>1/</sup> which was submitted pursuant to Assembly resolution 39/245 of 18 December 1984,

Recalling the relevant paragraphs of the Nairobi Forward-looking Strategies for the Advancement of Women, <sup>2/</sup> and in particular paragraphs 315, 356 and 358 thereof,

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<sup>1/</sup> A/C.5/40/30.

<sup>2/</sup> Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, 15-26 July 1985 (United Nations publication, Sales No. E.85.IV.10, chap. I, sect. A.

Noting the recommendations for action contained in the fourth report of the Steering Committee for the Improvement of the Status of Women in the Secretariat of 30 June 1988, 3/ and realizing that they have not all been implemented,

Noting also that the Steering Committee for the Improvement of the Status of Women in the Secretariat has resumed its work and will soon be submitting a new report with recommendations to the Secretary-General,

Noting further that the Office of Human Resources Management of the United Nations Secretariat has implemented some special emergency measures pursuant to fulfilling the mandates found in paragraph 27 of the Secretary-General's report of 8 November 1985 on the improvement of the status of women in the Secretariat 1/ and subsequent resolutions on this topic,

Noting with appreciation the fact that the Secretary-General's report of 1 October 1990 on the improvement of the status of women in the Secretariat 4/ was submitted under agenda item 102,

Noting with concern that, although there has been a slight increase in the percentage of women in the Secretariat, women still constitute less than 30 per cent of the Professional staff and there has been a decrease in the number of women at the level of Assistant Secretary-General and above in the last twelve months,

Noting Economic and Social Council resolution 1990/3 of 24 May 1990,

1. Reiterates its full support for the Secretary-General as chief administrative officer of the Organization and his prerogatives and responsibilities under the Charter of the United Nations;

2. Asserts that the paramount consideration in the employment of all staff shall be the necessity of securing the highest standards of efficiency, competence and integrity and that the improvement of the status of women in the Secretariat will contribute to upholding this principle;

3. Urges the Secretary-General to continue all possible efforts to increase the number of women throughout the United Nations system, particularly in senior policy-level and decision-making posts, in order to achieve an overall participation rate of 30 per cent by the end of 1990 and 35 per cent by 1995, with due regard to equitable geographical distribution, in accordance with the Secretary-General's report of 8 November 1985, 1/ all relevant subsequent resolutions and the proposed medium-term plan for the period 1992-1997; 5/

3/ A/C.5/43/14.

4/ A/45/548.

5/ A/45/6.

4. Requests the Secretary-General to increase the representation of women from developing countries, including at the senior and policy-formulating levels, in view of the small proportion of women from those countries;
5. Requests that Member States continue to support the efforts on the United Nations, its specialized agencies and the regional commissions to increase the percentage of women in the Professional category and above by, inter alia, nominating more women candidates, especially for senior policy-level and decision-making posts, by encouraging women to apply for vacant posts and by creating national rosters of women candidates to be shared with the United Nations Secretariat, the governing bodies of the specialized agencies and the regional commissions;
6. Also requests that the Secretary-General continue to address the unfulfilled points of the action programme, contained in his report of 8 November 1985, which "aims at the creation of a framework for the advancement of women as an integrated component of the United Nations policy-making process" and by so doing fulfil the goal of this action programme "to secure and maintain the attitudinal changes and the management commitment required for the full participation of women in the work of the Secretariat under the conditions of equality";
7. Further requests that the Secretary-General include in his report to the General Assembly and the Commission on the Status of Women an action programme for the advancement of women in the Secretariat for the period 1991-1995, further to the request contained in resolution 44/75 of 8 December 1989, which will in turn include a comprehensive evaluation and analysis by the Secretariat of the main obstacles to the improvement of the status of women in the Organization and propose solutions to overcome those obstacles;
8. Requests that the Secretary-General, within existing resources, ensure that adequate machinery, with the authority of enforcement and the responsibility of accountability, including a senior-level official devoted to implementation of the action programme, is maintained and, to the extent possible, strengthened during the course of the 1991-1995 programme;
9. Also requests the Secretary-General to ensure that his annual report on progress achieved and future strategies to implement action programmes on the status of women in the Secretariat and the relevant mandates adopted by the General Assembly and the Economic and Social Council and the recommendations of the new Steering Committee are submitted to the Commission on the Status of Women at its thirty-fifth session and to the General Assembly at its forty-sixth session for consideration under the item entitled "Forward-looking Strategies for the Advancement of Women to the Year 2000".