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GENERAL

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COMMISSION ON THE STATUS OF WOMEN  
Fifth session

PARTICIPATION OF WOMEN IN THE WORK  
OF THE UNITED NATIONS

Memorandum by the Secretary-General

Introductory Note

1. In accordance with a request of the Commission on the Status of Women made at its third session<sup>1/</sup>, the Secretary-General prepared for the fourth session of the Commission a report on the nature and proportion of positions occupied by women in the Secretariat of the United Nations, and the extent to which Member Governments included women in their delegations to organs and agencies of the United Nations<sup>2/</sup>.
2. Having studied the Secretary-General's report, the Commission at its fourth session adopted a resolution<sup>3/</sup> noting that "women have been engaged mainly in subordinate positions in the Secretariat, and that very few women have been appointed as members of delegations", and requesting the Secretary-General to examine the reasons why women have not yet been able to take up more important positions in the Secretariat, and report thereon; in this resolution, the Commission also invited the Secretary-General "to take the necessary steps to give promotion to qualified women staff members and to appoint more women to higher posts which they are competent to fill in order to secure equality between the sexes in the Secretariat and thereby assure more fully the participation of women in all capacities in United Nations organs".
3. The Commission in the same resolution suggested that the Economic and Social

<sup>1/</sup> E/1316, paragraph 20

<sup>2/</sup> E/CN.6/132

<sup>3/</sup> E/1712, paragraph 48.

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E/CN.6/167

Council should draw the attention of Member States to the desirability of greater participation of women in delegations. When the Economic and Social Council discussed this item at its eleventh session<sup>1/</sup>, several members expressed the view that the resolution of the Commission raised questions which fell within the discretion of Member States, on the one hand, and of the Secretary-General under the terms of the Charter, on the other. The Council decided to take no action on the recommendation of the Commission, but to transmit the summary record of the discussion to Governments of Member States and to the Advisory Committee on Administrative and Budgetary Questions.

4. The Secretary-General has the honour to submit herewith information on the nature and proportion of positions occupied by women in the Secretariat in the year 1950: a statement on policy with respect to appointments, and promotions in, the Secretariat; and information with respect to changes in the Staff Rules removing previous inequalities between women and men staff members.

A. Nature and proportion of positions occupied by women in the Secretariat

5. On 31 December 1950, the staff of the United Nations Secretariat at Headquarters, including consultants and personnel paid at hourly rates, consisted of 3,320 persons of whom 1,969 were men and 1,351 were women. The distribution of the personnel with regard to grades and sex was as follows:

<sup>1/</sup> E/AC.7/SR.134, pp. 9-11.

<u>Grades</u>	<u>Female</u>	<u>Male</u>	<u>Total</u>
A.S.G.	--	9	9
T.R.D.	1	14	15
19	--	28	28
18	--	36	36
17	3	68	71
16	8	128	136
15	11	133	144
14	36	150	186
13	33	157	190
12	66	130	196
11	37	87	124
10	28	41	69
9	73	74	147
8	53	52	105
7	134	59	193
6	325	75	400
5	375	155	530
4	97	122	219
3	52	93	145
2	--	109	109
1	3	44	47
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	1351	1969	3320

(the above figures do not include persons on short-term appointments.)

6. The following tables show the appointments to headquarters staff and the promotions of headquarters staff during 1950, respectively, for Grades 8 and above:

APPOINTMENTS:

<u>Grades</u>	<u>Female</u>	<u>Male</u>	<u>Total</u>
A.S.G.	--	2	2
T.R.D.	--	1	1
19	--	4	4
18	--	3	3
17	--	4	4
16	1	7	8
15	1	6	8
14	4	9	13
13	--	4	4
12	1	7	8
11	1	8	9
10	2	8	10
9	3	11	14
8	6	11	17
	<hr/>	<hr/>	<hr/>
	19	85	104
	<hr/>	<hr/>	<hr/>

/PROMOTIONS

PROMOTIONS:

<u>Grades</u>	<u>Female</u>	<u>Male</u>	<u>Total</u>
A.S.G.	--	--	--
T.R.D.	--	--	--
19	--	4	4
18	--	5	5
17	2	10	12
16	1	12	13
15	2	23	25
14	10	19	29
13	2	33	35
12	7	37	44
11	4	14	18
10	6	15	21
9	13	15	28
8	13	13	26
	<hr/>	<hr/>	<hr/>
	60	200	260
	<hr/>	<hr/>	<hr/>

B. Policy with respect to appointments to and promotions in, the Secretariat

7. There is no bar against women as such for appointment to any post in the Secretariat and women are occupying or have occupied very high and responsible positions such as Top Ranking Director, Director of Division, Chief of Division and Chief of Section. Whenever a vacancy occurs to which a new staff member has to be appointed, the aim is to get the best candidate irrespective of sex and there has been, to the Secretary-General's knowledge, no case where a person was

/rejected

rejected because of sex.

8. Similarly on the matter of promotion, the policy is that the most deserving candidate **receives** it irrespective of sex. A number of women staff members have been promoted in pursuance of this policy and the Secretary-General is not aware of any instance where a staff member has been prejudiced by sex from getting due promotion.

C. Conditions of employment for women

9. Implementing the resolution adopted by the Fifth Session of the General Assembly at its 326th plenary meeting on Salary, Allowance and Leave System of the United Nations<sup>1/</sup>, providing for simplification of the organization and classification of the staff in accordance with the principles set forth by the Committee of Experts on Salary, Allowance and Leave System<sup>2/</sup>, the Secretary-General has revised the Staff Rules to conform with the resolution of the General Assembly. The revised Staff Rules<sup>3/</sup> became effective as from 1 January 1951 and superseded the staff rules in force before that date.

10. The new Staff Rules provide some changes in the conditions of employment for women. Under the former Staff Rules<sup>4/</sup>, Staff Rule 29 (a) provided for payment of all allowances, and the cost of living adjustment, at dependency rates only to a staff member who had a wife or who as the head of the family, had one or more of the following dependent upon him or her for full and continuing support: husband, son, daughter, parent, brother or sister. In the Administrative Manual, Volume 2, page 125, the term "head of the family" was defined either as "a married man", "a married woman whose husband is incapacitated and dependent upon her for full and continuing support", or "a single, widowed or divorced staff member who has a member of the immediate family dependent upon him or her for full and continuing support". The new Staff Rules no longer use the term "head of the family"; former Staff Rule 29 is cancelled.

11. The distinction between male and female staff members indicated in document E/CN.6/132, paragraph 8 is eliminated in the new Staff Rules so far as

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<sup>1/</sup> A/1761

<sup>2/</sup> A/C.5/331

<sup>3/</sup> ST/AFS/SGB/81/Rev.2

<sup>4/</sup> SGB/81 and ST/AFS/SGB/81/Rev.1

the children's allowance, education grant, and rental allowance or subsidy are concerned. It is noted that expatriation allowance, installation allowance and installation grant have been abolished. There is no dependency factor in the new non-resident's allowance or language allowance.

Staff Rule 35 now provides that "a staff member shall receive a children's allowance of \$200. (U.S.) per annum in respect of each of his children who is dependent upon him for main and continuing support and who is under the age of eighteen years....." and Rule 36 (a) gives to "each staff member whose official duty station is outside his own country and who is entitled to a children's allowance....." an education grant of \$200. (U.S.) per annum "for each child in full time attendance at a school or a university (or similar educational institution) in his country.....". The test in all cases is whether the staff member (female or male) provides main and continuing support of the dependent.

12. The new Staff Rule 80<sup>1/</sup> governing the terms and conditions for eligibility to home leave does not alter the situation in its applicability to women staff members. The conditions relating specifically to women reported in paragraphs 10-13 in document E/CN.6/132 remain substantially unchanged. Whereas in the former Staff Rule 80 (a)<sup>2/</sup> **no distinction is made between men and women staff members**, the distinction was made in former Staff Rule 83<sup>3/</sup>. In the new Staff Rules, the distinction is maintained<sup>4/</sup>.

13. Former Staff Rule 83 is incorporated into Rule 80 (f) which reads: "Subject to the rules of Chapter 7, and the 30-day limitation specified in (e), the United Nations shall pay the travel expenses of the staff member, his wife

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1/ ST/AFS/SGB/81/Rev.2/Add.1.

2/ SGB/81, Staff Rule 80 (a): A staff member whose home is outside the country of his official station shall receive, in addition to annual leave, home leave consisting of two working weeks every two years, plus actual travelling time not to exceed thirty days, by an approved route and type of transport to and from the place established as his home. Rule 212: In these rules, terms referring to persons and staff members in the masculine gender shall apply also to women, except where the contrary intention is evident from the context.

3/ SGB/81, Staff Rule 83: For the purpose of home leave, a staff member shall receive payment of travel expenses for himself, his wife and dependent children in accordance with the conditions prescribed in Chapter 7.

4/ ST/AFS/SGB/81/Rev.2: rule 212 referred to in 2/ is retained as Rule 222.

and dependent children for purposes of home leave. Travel of the dependents shall be in conjunction with the approved home leave of the staff member, provided that exceptions may be granted if the exigencies of the service or other special circumstances prevent the staff member and his dependents from travelling together on home leave".

14. A male staff member is therefore entitled to payment of travel expenses for his wife and dependent children, accompanying him on home leave, while the right for the female staff member extends to her dependent children only. This is in accordance with the General Assembly's Provisional Staff Regulation 25<sup>1/</sup>.

15. With regard to home leave for staff members who are husband and wife, the administrative practice, mentioned in paragraph 11 of document E/CN.6/132, has become part of Rule 80. Rule 80 (g) states: "If both husband and wife are staff members eligible for home leave, the wife shall have the choice of taking her own home leave or accompanying her husband on his home leave, but not both. If the wife accompanies her husband, she shall be entitled to the allowances and accommodations provided for wives under the rules of Chapter 7, but shall be allowed travelling time not to exceed that which would have been authorized had she taken her own home leave".

16. It is noted that the staff rules on travel are the same in the case of appointment, separation and change of official duty station as they are for home leave, and that in all cases they are based on the General Assembly's Provisional Staff Regulation 25.

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<sup>1/</sup> See document A/64 XII, Resolutions adopted on the Reports of the Fifth Committee, Annex II, page 19.