

the General Assembly in its resolution S-16/1 of 14 December 1989 and contained in the annex thereto,

Deeply concerned about the prevalence of racism and racial tensions, as well as of the rising tide of xenophobia,

Stressing the need to continue the coordination of activities undertaken by various United Nations bodies and specialized agencies for the purpose of implementing the Programme of Action for the Second Decade,

1. *Declares* that all forms of racism and racial discrimination, particularly in their institutionalized forms, such as apartheid, or resulting from official doctrines of racial superiority or exclusivity, are among the most serious violations of human rights in the contemporary world and must be combated by all available means;

2. *Recommends* that the General Assembly at its forty-eighth session proclaim a third decade to combat racism and racial discrimination;

3. *Requests* the Secretary-General, in preparing the draft programme of action for the third decade, to accord the highest priority to activities aimed at monitoring the transition from apartheid to a non-racist society in South Africa;

4. *Also requests* the Secretary-General to take into account the results of the World Conference on Human Rights and the discussion held during the substantive session of 1993 of the Council in the preparation of the programme of action for the third decade;

5. *Considers* that voluntary contributions to the Trust Fund for the Programme for the Decade for Action to Combat Racism and Racial Discrimination are indispensable for the implementation of the above-mentioned programmes;

6. *Calls upon* the international community to provide the Secretary-General with appropriate financial resources for efficient action against racism and racial discrimination;

7. *Decides* to accord the highest priority to the question of the implementation of the programme of action for the third decade to combat racism and racial discrimination.

*43rd plenary meeting
27 July 1993*

1993/9. Improvement of the status of women in the Secretariat

The Economic and Social Council,

Recalling Articles 1 and 101 of the Charter of the United Nations,

Recalling also Article 8 of the Charter, which provides that the United Nations shall place no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs,

Recalling further the relevant paragraphs of the Nairobi Forward-looking Strategies for the Advancement of Women,¹¹ especially paragraphs 79, 306, 315, 356 and 358,

Recalling the relevant resolutions and decisions of the General Assembly, the Economic and Social Council and other bodies that have continued to focus on this question since the adoption of Assembly resolution 2715 (XXV) of 15 December 1970, in which the question of the employ-

ment of women in the Professional category was first addressed,

Noting with concern that the goal of a 30 per cent participation rate of women in posts subject to geographical distribution by the end of 1990 was not achieved,

Noting also with concern that the participation rate of women in posts at the D-1 level and above remains unreasonably low, although some welcome improvements have been made in the form of recent appointments by the Secretary-General,

Aware that a comprehensive policy aimed at preventing and combating sexual harassment should be an integral part of personnel policy,

Commending the Secretary-General for his administrative instruction on procedures for dealing with cases of sexual harassment,¹²

Recalling the goal set by the General Assembly in resolutions 45/125 of 14 December 1990, 45/239 C of 21 December 1990, 46/100 of 16 December 1991 and 47/93 of 16 December 1992 of a 35 per cent overall participation rate of women in posts subject to geographical distribution by 1995,

Recalling also the goal set by the General Assembly in resolution 45/239 C of a 25 per cent participation rate of women in posts at the D-1 level and above by 1995,

Bearing in mind that a visible commitment by the Secretary-General, especially during the continuing restructuring phase, is essential to the achievement of the targets set by the General Assembly,

Welcoming the commitment of the Secretary-General, expressed in his statement to the Fifth Committee of the General Assembly on 6 November 1992 to bringing the gender balance in policy-level positions as close to fifty-fifty as possible,¹³ and his commitment, expressed in his message on the occasion of International Women's Day, to ensuring that the number of women in Professional posts in the Secretariat reflected the world population as a whole by the fiftieth anniversary of the United Nations in 1995,¹⁴

Welcoming also the evaluation and analysis of the main obstacles to the improvement of the status of women in the Secretariat contained in the report of the Secretary-General,¹⁵

Welcoming further the action programme¹⁶ outlined in the report of the Secretary-General, designed to remove the obstacles to the improvement of the status of women in the Secretariat,

Welcoming the development by the Secretary-General of a plan of action for 1993 and 1994 to improve the status of women in the Secretariat by 1995,¹⁷

1. *Urges* the Secretary-General to implement fully the action programme designed to remove the obstacles to the improvement of the status of women in the Secretariat,¹⁶ and notes that his visible commitment is essential to the achievement of the targets set by the General Assembly;

2. *Also urges* the Secretary-General to further examine existing work practices within the United Nations system with a view to increasing flexibility so as to remove direct or indirect discrimination against staff members with family responsibilities, further considering such issues as job-sharing, flexible working hours, child-care arrangements, career-break schemes and access to training;

3. *Further urges* the Secretary-General, in accordance with the Charter of the United Nations, to accord greater priority to the recruitment and promotion of women in posts subject to geographical distribution, particularly in senior policy-level and decision-making posts, in order to achieve the goals set in General Assembly resolutions 45/125, 45/239 C, 46/100 and 47/93 of an overall participation rate of 35 per cent by 1995 and 25 per cent in posts at the D-1 level and above by 1995;

4. *Strongly urges* the Secretary-General to make further use of the opportunity offered by the United Nations reorganization process to promote more women into senior-level positions;

5. *Urges* the Secretary-General, in accordance with the Charter, to increase the number of women employed in the Secretariat from developing countries, particularly those which are unrepresented or underrepresented, and from other countries that have a low representation of women;

6. *Strongly encourages* Member States to support the efforts of the United Nations and the specialized agencies to increase the percentage of women in Professional posts, especially at the D-1 level and above, by identifying and submitting more women candidates, encouraging women to apply for vacant posts and creating national rosters of women candidates;

7. *Requests* the Secretary-General, within existing resources, to ensure that adequate machinery, with the authority of enforcement and the responsibility of accountability, including a senior-level official devoted to the implementation of the action programme and the recommendations in the report on obstacles to the improvement of the status of women in the Secretariat,¹⁵ is maintained and strengthened during the course of the programme for the period 1991-1995;

8. *Also requests* the Secretary-General further to develop comprehensive policy measures aimed at the prevention of sexual harassment in the Secretariat;

9. *Further requests* the Secretary-General to ensure that a progress report containing, *inter alia*, policy measures aimed at the prevention of sexual harassment in the Secretariat is submitted to the Commission on the Status of Women at its thirty-eighth session and to the General Assembly at its forty-ninth session and to ensure that it is issued in accordance with the six-week rule for the circulation of documentation.

43rd plenary meeting
27 July 1993

1993/10. Draft declaration on the elimination of violence against women

The Economic and Social Council,

Recalling its previous resolutions on the elimination of violence against women, especially its resolutions 1991/18 of 30 May 1991 and 1992/18 of 30 July 1992 related to the elaboration of a United Nations declaration on the subject,

Bearing in mind that the Nairobi Forward-looking Strategies for the Advancement of Women¹¹ identify violence as a major obstacle to the achievement of the objectives of the United Nations Decade for Women: Equality, Development and Peace,

Recognizing that the elimination of violence against women is essential to the achievement of equality for women and is a requirement for the full respect of human rights,

Convinced that a United Nations declaration on the elimination of violence against women would make a positive contribution to the achievement of full equality for women,

Recognizing that the effective implementation of the Convention on the Elimination of All Forms of Discrimination against Women,¹⁸ would contribute to the elimination of violence against women and that the declaration would strengthen and complement that process,

1. *Expresses its appreciation* to the experts, Member States and United Nations organizations that contributed to the elaboration of the draft declaration on the elimination of violence against women at the Expert Group Meeting on Violence against Women, held at Vienna from 11 to 15 November 1991,¹⁹ and at the Meeting of the Working Group on Violence against Women of the Commission on the Status of Women, held at Vienna from 31 August to 4 September 1992;²⁰

2. *Urges* the General Assembly to adopt the draft resolution on the declaration on the elimination of violence against women contained in the annex to the present resolution;

3. *Urges* Member States to adopt, strengthen and enforce legislation prohibiting violence against women and to take all appropriate administrative, social and educational measures to protect women from all forms of physical, sexual and psychological violence, whether occurring in public or private life, in accordance with the measures contained in the draft declaration;

4. *Calls upon* States parties to the Convention on the Elimination of All Forms of Discrimination against Women to continue to prepare their reports in accordance with general recommendation 19 on violence against women, adopted by the Committee on the Elimination of Discrimination against Women at its eleventh session;²¹

5. *Invites* United Nations entities, as well as intergovernmental and non-governmental organizations, to take all possible steps to implement the declaration, once adopted, to disseminate information on it and to promote its understanding;

6. *Requests* the Secretary-General to provide all facilities and assistance necessary, within existing resources, for the dissemination of information on the declaration, once adopted;

7. *Also requests* the Secretary-General to report, in consultation with Member States, to the Commission on the Status of Women at its thirty-ninth session, in 1995, and to the Commission on Human Rights at its fifty-second session, in 1996, on the implementation of the declaration, once adopted;

8. *Urges* Governments to include an evaluation of the impact of the declaration, once adopted, in their preparatory activities for the Fourth World Conference on Women: Action for Equality, Development and Peace, to be held at Beijing from 4 to 15 September 1995.

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