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ADVANCEMENT OF WOMEN

Report of the Third Committee

Rapporteur: Mr. Nikolai N. LEPESHKO (Belarus)

I. INTRODUCTION

- 1. At its 3rd plenary meeting, on 23 September 1994, the General Assembly, on the recommendation of the General Committee, decided to include in the agenda of its forty-ninth session the item entitled "Advancement of women" and to allocate it to the Third Committee.
- 2. The Third Committee considered the item at its 49th, 51st to 56th, 62nd to 64th and 66th meetings, from 1 to 6, on 10 and from 12 to 14 December 1994. An account of the Committee's discussion of the item is contained in the relevant summary records (A/C.3/49/SR.49, 51-56, 62-64) and 66).
- 3. For its consideration of the item, the Committee had before it the following documents:
- (a) Report of the Committee on the Elimination of Discrimination against Women; $\underline{1}/$
- (b) Report of the Secretary-General pursuant to General Assembly resolution 48/111 on the International Research and Training Institute for the Advancement of Women and the United Nations Development Fund for Women (A/49/217-E/1994/103);

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 $[\]underline{1}/$ Official Records of the General Assembly, Forty-ninth Session, Supplement No. 38 (A/49/38).

- (c) Report of the Secretary-General on the Convention on the Elimination of All Forms of Discrimination against Women (A/49/308);
- (d) Report of the Secretary-General on the preparations for the Fourth World Conference on Women: Action for Equality, Development and Peace (A/49/327 and Corr.1);
- (e) Report of the Secretary-General on the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women to the Year 2000 (A/49/349);
- (f) Report of the Secretary-General on violence against women migrant workers (A/49/354);
- (g) Report of the Secretary-General on the $\underline{1994}$ World Survey on the Role of Women in Development (A/49/378);
- (h) Report of the Secretary-General on the improvement of the status of women in the Secretariat (A/49/587 and Corr.1);
- (i) Report of the Advisory Committee on Administrative and Budgetary Questions on the International Research and Training Institute for the Advancement of Women and the United Nations Development Fund for Women (A/49/365-E/1994/119);
- (j) Note by the Secretary-General on the advancement of the status of women in the United Nations Secretariat in an era of "human resources management" and "accountability": a new beginning? (A/49/176 and Add.1);
- (k) Note by the Secretary-General transmitting the report on the activities of the United Nations Development Fund for Women, 1993 (A/49/314 and Corr.1);
- (1) Letter dated 6 April 1994 from the Permanent Representative of India to the United Nations addressed to the Secretary-General transmitting the joint communiqué issued at the Fourth Meeting of the Summit-level Group for South-South Consultations and Cooperation (Group of Fifteen), held at New Delhi from 28 to 30 March 1994 (A/49/119);
- (m) Letter dated 27 June 1994 from the Permanent Representative of Algeria to the United Nations addressed to the Secretary-General transmitting the Ministerial Statement on an agenda for development, adopted by the Group of 77 on 24 June 1994 (A/49/204-E/1994/90);
- (n) Letter dated 27 June 1994 from the Permanent Representative of Algeria to the United Nations addressed to the Secretary-General transmitting the Ministerial Declaration on the occasion of the thirteenth anniversary of the Group of 77 (A/49/205-E/1994/91);
- (o) Letter dated 25 June 1994 from the Minister for Foreign Affairs of Egypt addressed to the Secretary-General transmitting the documents adopted by

the Eleventh Ministerial Conference of the Movement of Non-Aligned Countries, held at Cairo from 31 May to 3 June 1994 (A/49/287-S/1994/894 and Corr.1);

- (p) Letter dated 5 September 1994 from the Chargé d'affaires a.i. of the Permanent Mission of Australia to the United Nations addressed to the Secretary-General transmitting the communiqué of the twenty-fifth South Pacific Forum, held at Brisbane, Australia, from 31 July to 2 August 1994 (A/49/381);
- (q) Letter dated 3 October 1994 from the Permanent Representative of Algeria to the United Nations addressed to the Secretary-General transmitting the Ministerial Declaration of the Group of 77, adopted on 30 September 1994 (A/49/462) and Corr.1);
- (r) Letter dated 11 October 1994 from the Permanent Representative of Bangladesh to the United Nations addressed to the Secretary-General transmitting the Declaration of the Ministerial Meeting of the Least Developed Countries, adopted in New York on 4 October 1994 (A/49/506);
- (s) Letter dated 17 October 1994 from the Permanent Representative of Indonesia to the United Nations addressed to the Secretary-General transmitting the communiqué of the Meeting of Ministers for Foreign Affairs and Heads of Delegation of the Movement of Non-Aligned Countries to the forty-ninth session of the General Assembly, held at United Nations Headquarters on 5 October 1994 (A/49/532-S/1994/1179);
- (t) Letter dated 2 December 1994 from the Permanent Representatives of Denmark, Iceland, Finland, Norway and Sweden to the United Nations addressed to the Secretary-General (A/C.3/49/26).
- 4. At the 49th meeting, on 1 December, the Secretary-General of the Fourth World Conference on Women, the Director of the United Nations Development Fund for Women and the Focal Point for Women in the Office of the Assistant Secretary-General of the Office for Human Resources Management, made introductory statements (see A/C.3/49/SR.49).

II. CONSIDERATION OF DRAFT PROPOSALS

A. <u>Draft resolution A/C.3/49/L.64</u>

- 5. At the 62nd meeting, on 10 December, the representative of <u>Algeria</u>, on behalf of the States Members of the United Nations that are members of the Group of 77, introduced a draft resolution entitled "Proposed merger of the International Research and Training Institute for the Advancement of Women and the United Nations Development Fund for Women" (A/C.3/49/L.64).
- 6. At its 63rd meeting, on 12 December, the Committee adopted draft resolution A/C.3/49/L.64 without a vote (see para. 37, draft resolution I).

B. Draft resolution A/C.3/49/L.65

- 7. At the 62nd meeting, on 10 December, the representative of <u>Algeria</u>, on behalf of the States Members of the United Nations that are members of the Group of 77 and <u>China</u>, introduced a draft resolution entitled "Implementation of the Nairobi Forward-looking Strategies for the Advancement of Women" (A/C.3/49/L.65).
- 8. At the 64th meeting, on 13 December, the representative of Algeria orally revised the draft resolution as follows:
- (a) In operative paragraph 24, the words "and welcomes the results of these meetings" were replaced by the words ", the results of";
 - (b) Operative paragraphs 32 to 35, which had read:
 - "32. <u>Calls upon</u> United Nations bodies and specialized agencies to participate in the Fourth World Conference on Women and consider the specific actions they will undertake, including goals and targets, to realign priorities and redirect resources to meet the global priorities identified in the Platform for Action;
 - "33. <u>Invites</u> other intergovernmental organizations, similarly, to make concrete commitments to meet the global priorities for the advancement of women by the year 2000 reflected in the Platform for Action;
 - "34. <u>Invites</u> Member States at the Fourth World Conference on Women to specify action which they will take in their own countries to bring about change by the year 2000;
 - "35. Emphasizes that the success of the Fourth World Conference on Women will depend largely on a mechanism for follow-up to the Conference;"

were revised and renumbered as operative paragraphs 32 to 34 to read:

- "32. Emphasizes that the success of the Fourth World Conference on Women will depend largely on the follow-up to the Conference;
- "33. <u>Invites</u> United Nations bodies and specialized agencies and other relevant intergovernmental organizations to consider making concrete commitments and specifying actions to meet the global priorities for the advancement of women by the year 2000 which will be reflected in the Platform for Action;
- "34. <u>Invites</u> Member States similarly to consider specific action which they could take in their own countries to bring about change by the year 2000;"

and the remaining paragraphs were renumbered accordingly.

9. At the same meeting, the Committee adopted draft resolution A/C.3/49/L.65, as orally revised, without a vote (see para. 37, draft resolution II).

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C. Draft resolution A/C.3/49/L.66

- 10. At the 62nd meeting, on 10 December, the representative of the Dominican Republic, on behalf of <u>Burkina Faso</u>, <u>Costa Rica</u>, the <u>Dominican Republic</u>, <u>Egypt</u>, <u>El Salvador</u>, <u>Guinea-Bissau</u>, <u>Haiti</u>, <u>Malta</u>, <u>Mongolia</u>, <u>Morocco</u>, <u>Nicaragua</u>, <u>Nigeria</u>, <u>Panama</u>, <u>Peru</u>, the <u>Philippines</u>, and <u>Tunisia</u>, as well as <u>Saint Lucia</u>, introduced a draft resolution entitled "Integration of older women in development" (A/C.3/49/L.66). Subsequently, <u>Côte d'Ivoire</u>, <u>Guyana</u>, the <u>Marshall Islands</u>, the <u>Niger</u> and the <u>Sudan</u> joined in sponsoring the draft resolution.
- 11. In introducing the draft resolution, the representative of the Dominican Republic revised it as follows:
- (a) In the last preambular paragraph, the words "Taking note of" were replaced with the words "Taking into consideration";
- (b) In operative paragraph 3, after the words "all stages of life", the following words were deleted: "and envisages the advancement of young women, while bearing in mind the subsequent consequences of decisions taken on their account".
- 12. At its 63rd meeting, on 12 December, the Committee adopted draft resolution A/C.3/49/L.66, as orally revised, without a vote (see para. 37, draft resolution III).

D. <u>Draft resolution A/C.3/49/L.67</u>

- 13. At the 63rd meeting, on 12 December, the representative of <u>Saint Lucia</u>, on behalf of the States Members of the United Nations that are members of the Group of Latin American and Caribbean States and <u>Burkina Faso, Ghana, Guinea-Bissau, Mongolia, Morocco</u>, and <u>Nigeria</u>, introduced a draft resolution entitled "International Research and Training Institute for the Advancement of Women" (A/C.3/49/L.67). Subsequently, <u>Algeria, Bangladesh, Côte d'Ivoire, Egypt, India, Pakistan</u> and <u>Turkey</u> joined in sponsoring the draft resolution.
- 14. At the 64th meeting, on 13 December, before action was taken on the draft resolution, statements were made by the representatives of Ecuador and Algeria (see A/C.3/49/SR.64).
- 15. At the same meeting, the Committee adopted draft resolution A/C.3/49/L.67 without a vote (see para. 37, draft resolution IV).
- 16. After the adoption of the draft resolution, statements were made by the representatives of Germany (on behalf of the European Union), Canada, Norway and the Netherlands (see A/C.3/49/SR.64).

E. <u>Draft resolution A/C.3/49/L.68</u>

17. At the 62nd meeting, on 10 December, the representative of Norway, on behalf of Australia, Austria, Canada, Chile, Costa Rica, Cyprus, Denmark,

Finland, France, Iceland, Ireland, the Netherlands, New Zealand, Nigeria, Norway, the Philippines, Romania, Sweden, Turkey, Venezuela and Zambia, as well as Ethiopia, India, Italy, Namibia and Nicaragua, introduced a draft resolution entitled "Convention on the Elimination of All Forms of Discrimination against Women" (A/C.3/49/L.68). Subsequently, Angola, Armenia, Bhutan, Cape Verde, Gabon, the Gambia, Georgia, Germany, Guinea-Bissau, Luxembourg, Portugal and South Africa joined in sponsoring the draft resolution.

- 18. At the 63rd meeting, on 12 December, the Secretary of the Committee read out a statement from the Director of the Programme Planning and Budget Division (see A/C.3/49/SR.63).
- 19. At the same meeting, the Committee adopted draft resolution A/C.3/49/L.68 without a vote (see para. 37, draft resolution V).

F. Draft decision A/C.3/49/L.69

- 20. At the 62nd meeting, on 10 December, the representative of Finland, on behalf of <u>Denmark, Finland, Iceland, Norway</u> and <u>Sweden</u>, introduced a draft decision entitled "Consideration of the request for the revision of article 20, paragraph 1, of the Convention on the Elimination of All Forms of Discrimination against Women" (A/C.3/49/L.69).
- 21. At the 63rd meeting, on 12 December, the Secretary of the Committee read out a statement of conference-servicing implications (see A/C.3/49/SR.63).
- 22. At the same meeting, the representative of Finland orally revised the draft decision by replacing subparagraph (a), which had read:
 - "(a) To request the States parties to the Convention to consider the proposed revision at a meeting to be convened in 1995;"

with the following:

- "(a) To request the States parties to the Convention to consider the request for a revision of article 20, paragraph 1, at a meeting to be convened in 1995".
- 23. Also at the same meeting, the Committee adopted draft decision A/C.3/49/L.69, as orally revised, without a vote (see para. 38, draft decision I).
- 24. After the adoption of the draft decision, statements were made by the representatives of the United Kingdom of Great Britain and Northern Ireland and Japan.

G. <u>Draft resolution A/C.3/49/L.70</u>

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25. At the 62nd meeting on 10 December, the representative of the Philippines, on behalf of Chile, China, Costa Rica, Cyprus, the Dominican Republic,

<u>Guinea-Bissau</u>, <u>Indonesia</u>, <u>Myanmar</u>, <u>Nicaragua</u>, the <u>Philippines</u> and the <u>Russian</u> <u>Federation</u>, as well as <u>Pakistan</u>, introduced a draft resolution entitled "Violence against women migrant workers" (A/C.3/49/L.70). Subsequently, <u>Afghanistan</u>, the <u>Marshall Islands</u>, <u>Namibia</u>, <u>Peru</u>, <u>Spain</u> and <u>Zimbabwe</u> joined in sponsoring the draft resolution.

- 26. At the 64th meeting, on 13 December, the representative of the Philippines orally revised operative paragraph 5 of the draft resolution, which had read:
 - "5. <u>Calls upon</u> all countries, particularly the sending and receiving States, to take concrete steps to ensure that the rights of women migrant workers are protected through the conduct of regular consultations for the purpose of identifying problem areas in promoting and protecting the rights of women migrant workers and in ensuring health and social services for them, adopting specific measures to address those problems, setting up appropriate mechanisms to implement those measures, and, in general, creating conditions that foster greater harmony and tolerance between women migrant workers and the rest of the society in which they reside;"

to read as follows:

- "5. <u>Invites</u> States concerned, specifically the sending and receiving States of women migrant workers, to conduct regular consultations for the purpose of identifying problem areas in promoting and protecting the rights of women migrant workers and in ensuring health and social services for them, adopting specific measures to address those problems, setting up as necessary appropriate mechanisms to implement those measures, and, in general, creating conditions that foster greater harmony and tolerance between women migrant workers and the rest of the society in which they reside".
- 27. At the same meeting, the Committee adopted draft resolution A/C.3/49/L.70, as orally revised, without a vote (see para. 37, draft resolution VI).

H. Draft resolutions A/C.3/49/L.71 and L.71/Rev.1

28. At the 62nd meeting, on 10 December, the representative of the Philippines, on behalf of Costa Rica, the Dominican Republic, Guinea-Bissau, Myanmar, Panama, the Philippines and the Russian Federation, as well as Pakistan, subsequently joined by Belgium, Cape Verde, Colombia, Ecuador, Nigeria, and Portugal, introduced a draft resolution entitled "Traffic in women and girls" (A/C.3/49/L.71), which read:

"The General Assembly,

"Reaffirming faith in human rights and fundamental freedoms, in the dignity and worth of the human person and in the equal rights of men and women, enshrined in the Charter of the United Nations,

"Reaffirming also the principles set forth in the Universal Declaration of Human Rights, $\underline{2}$ / the Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others, $\underline{3}$ / the Convention on the Elimination of All Forms of Discrimination against Women, $\underline{4}$ / the International Covenants on Human Rights, $\underline{5}$ / the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, $\underline{6}$ / the International Convention on the Protection of the Rights of All Migrant Workers and Their Families, $\underline{7}$ / and the Declaration on the Elimination of Violence against Women, $\underline{8}$ /

"Recalling that the Vienna Declaration and Programme of Action $\underline{9}$ / affirmed the human rights of women and the girl child as an inalienable, integral and indivisible part of universal human rights,

"Aware of the illicit and clandestine movement of persons across national and international borders, largely from developing countries, with the end goal of putting women and girl children, who are forcibly recruited or inveigled through the use of duplicity, deceit or debt bondage, into sexually or economically oppressive and exploitative, and often lifethreatening situations, for the profit or gain of recruiters, traffickers and pimps who are usually organized into syndicates,

"Aware also of other illegal activities related to trafficking, such as domestic labour, false marriages, clandestine employment and false adoption,

"Noting the increasing number of women, girls and youth from developing countries and from economies in transition who are being victimized by traffickers,

" $\underline{\text{Recalling}}$ that Commission on Human Rights resolution 1994/45 of 4 March 1994 calls for the elimination of trafficking in women for purposes of prostitution,

^{2/} Resolution 217 A (III).

^{3/} Resolution 317 (IV), annex.

^{4/} Resolution 34/180, annex.

^{5/} Resolution 2200 A (XXI), annex.

^{6/} Resolution 39/46, annex.

^{7/} Resolution 45/158, annex.

^{8/} Resolution 48/104.

^{9/} Report of the World Conference on Human Rights, Vienna, 14-25 June 1993 (A/CONF.157/24 (Part I)), chap. III.

"Convinced of the need to eliminate all forms of sexual violence, sexual exploitation and sexual trafficking, which are violations of the human rights of women and girl children,

"Realizing the urgent need for the adoption of effective measures locally, regionally and internationally to protect women and girl children, as well as youth, from this nefarious traffic,

- "1. Expresses grave concern over the worsening problem of trafficking, particularly the increasing syndication of the sex trade and the internationalization of the traffic in women and girl children;
- "2. <u>Welcomes</u> the Programme of Action of the International Conference on Population and Development, <u>10</u>/ held at Cairo from 5 to 13 September 1994, which called on all Governments to prevent all international trafficking in migrants, especially for the purpose of prostitution, and for the adoption, by Governments of both receiving countries and countries of origin, of effective sanctions against those who organize undocumented migration, exploit undocumented migrants or engage in trafficking in undocumented migrants, especially those who engage in any form of international traffic of women, youth and children;
- "3. Welcomes also the recommendation made by the Council of the European Union, addressed to its member States, to intensify regional efforts against the trafficking of human beings to work as prostitutes by enhancing police training on anti-trafficking legislation and police work in other countries, improving the collection and exchange of relevant information nationally, finding ways to expand awareness among diplomatic, consular and border officials of trafficking for prostitution so as to stem this traffic by examining visa requests, and strengthening the Council's work on trafficking for prostitution in terms of administrative, police and judicial cooperation, as well as understanding its migration elements;
- "4. <u>Welcomes further</u> the recommendation of the Council of Central American Ministers of the Interior, addressed to their respective Presidents, that trafficking in migrants be criminalized and prison terms meted out to those convicted of organizing, directing, promoting, supporting or carrying out clandestine movements of nationals or foreigners, and that the penalty be increased when the guilty party is a public official or employee;
- "5. <u>Invites attention</u> to a proposal by the Director of the International Centre for Migration Policy Development, addressed to Governments in receiving countries, to adopt a policy which combines control and prevention, through (a) criminalization of migrant traffic and harmonization of their anti-trafficking legislation, especially in terms of penalties, and (b) cooperation between countries of origin and countries of destination to confront the causes underlying traffic, particularly the creation of immediate-impact job-creation measures;

- "6. Encourages Governments to make use of information regarding the volume of traffic of migrants, their motivations, routes taken, prices paid and other relevant information which may be gathered by social workers, police officers, immigration interviewers and others who come into direct contact with these migrants and traffickers, by organizing such information into a readily useful form to aid in the development of anti-trafficking measures, and to be exchanged with other Governments concerned;
- "7. <u>Urges</u> Governments to apply criminal sanctions for offences relating to the traffic in persons and slavery and to take all appropriate measures in order to ensure that the victims are exempted from prosecution and that protection, assistance, support, legal advice, treatment and rehabilitation are given to the victims, and that those victims who wish to prosecute their traffickers be granted permission for temporary residence;
- "8. <u>Invites</u> the Governments concerned, with the assistance of relevant United Nations agencies and intergovernmental organizations, as well as members of the civil society concerned, to set up reception centres for the victims of traffickers, to arrange for emergency maintenance, gather information on individual cases for use by the competent authorities in determining possible refugee status, and to cooperate with one another in developing an international mechanism to set up a programme of rehabilitation and to assure the prompt return, in dignity and safety, of migrants who have been the victims of trafficking;
- "9. <u>Calls upon</u> all Governments to take appropriate measures to prevent economic activities, such as the development of tourism and the export of labour, from being exploited and misused by traffickers;
- "10. <u>Urges</u> all States to implement provisions relating to the traffic in persons, the exploitation of prostitution and slavery as contained in the Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others, $\underline{3}$ / the Slavery Convention $\underline{11}$ / and all other relevant international instruments;
- "11. Calls upon all relevant bodies and specialized agencies of the United Nations system, intergovernmental organizations and non-governmental organizations to monitor the global traffic in women and girl children, as well as youth, and to gather pertinent data from both countries of origin and of destination regarding the numbers of persons involved in trafficking or cases of victimization by traffickers, existing statutes, regulations and policies relative to trafficking and the actors, whether private persons or Governments or organizations of States, as well as information on the causes and effects of trafficking;
- "12. <u>Calls further upon</u> all relevant bodies and specialized agencies of the United Nations system, intergovernmental organizations and non-governmental organizations to set up public information campaigns in

^{11/} United Nations, Treaty Series, vol. 212, p. 17.

countries affected by trafficking in order to create a better public awareness of the problem;

- "13. <u>Recommends</u> that the Special Rapporteur on Violence against Women of the Commission on Human Rights and the Working Group on Contemporary Forms of Slavery of the Subcommission on Prevention of Discrimination and Protection of Minorities pay special attention to cases of sexual exploitation and trafficking;
- "14. <u>Invites</u> the World Summit for Social Development, the Fourth World Conference on Women: Action for Equality, Development and Peace and the Ninth Congress on Crime Prevention and the Treatment of Offenders to consider including in their respective programmes of action the subject of the traffic in women and girls as well as youth;
- "15. <u>Further recommends</u> that possibilities be examined to establish a special working group to evaluate and recommend possible improvements in the existing international legal instruments concerning the elimination of all forms of traffic in women and girls, as well as youth;
- "16. <u>Requests</u> the Secretary-General to submit a report, through the Commission on the Status of Women at its thirty-eighth session and the Economic and Social Council at its substantive session in 1995, to the General Assembly at its fiftieth session, on the implementation of the present resolution under the item entitled 'Advancement of women'."
- 29. At the 64th meeting, on 13 December, statements were made by the representatives of the Philippines, India and the United Kingdom of Great Britain and Northern Ireland (see A/C.3/49/SR.64), after which the Committee decided to defer action on draft resolution A/C.3/49/L.71.
- 30. At its 66th meeting, on 14 December, the Committee had before it a revised draft resolution (A/C.3/49/L.71/Rev.1) submitted by the sponsors of draft resolution A/C.3/49/L.71, which incorporated the revisions proposed by the representative of the Philippines at the 64th meeting. Subsequently, <u>Armenia</u>, <u>Belgium</u>, <u>Côte d'Ivoire</u>, <u>France</u>, <u>Gabon</u>, <u>Guinea</u> and the <u>Marshall Islands</u> joined in sponsoring the revised draft resolution.
- 31. At the same meeting, the representative of the Philippines orally revised the revised draft resolution as follows:
- (a) In the first preambular paragraph, the words "faith in human rights and fundamental freedoms" were replaced by the words "faith in fundamental human rights";
- (b) In the second preambular paragraph, the following words were added at the end of the paragraph: "the Convention on the Rights of the Child and the Declaration on the Elimination of Violence against Women";
- (c) In the fourth preambular paragraph, the words "some countries with" were inserted before the words "economies in transition";

- (d) In the same preambular paragraph, the word "forced" was inserted before the words "domestic labour";
 - (e) The fifth and sixth preambular paragraphs, which had read:
 - "Acknowledging that the problem of trafficking also victimizes young boys,
 - "Recalling that the Commission on Human Rights, in its resolution 1994/45 of 4 March 1994, calls for the elimination of trafficking in women for purposes of prostitution,"

were replaced with a single paragraph, which read:

"Noting the increasing number of women and girl children from developing countries and from some countries with economies in transition who are being victimized by traffickers, and acknowledging that the problem of trafficking also victimizes young boys,";

- (f) In the seventh preambular paragraph, the words "for purposes of prostitution" were deleted after the words "trafficking in women";
- (g) In the ninth preambular paragraph, the words "sexual exploitation" were deleted after the words "sexual violence". The paragraph was then moved and inserted between the third and fourth preambular paragraphs;
- (h) In operative paragraph 2, the words ", <u>inter alia</u>," were inserted before the words "called upon all Governments";
 - (i) Operative paragraph 5, which had read:
 - "5. <u>Calls upon</u> all Governments to take appropriate measures to prevent economic activities, such as the development of tourism and the export of labour, from being exploited and misused by traffickers;"

was revised to read:

- "5. <u>Calls upon</u> all Governments to take appropriate measures to prevent the misuse and exploitation by traffickers of economic activities, such as the development of tourism and the export of labour";
- (j) Operative paragraph 10, which had read:
- "10. Recommends that possibilities be examined to evaluate and, if need be, strengthen the existing international legal instruments concerning the elimination of all forms of traffic in women and girl children;"

was revised to read:

"10. <u>Recommends</u> that the problem of trafficking in women and girl children be given consideration within the implementation of all relevant international legal instruments and, if need be, that consideration be

given to measures to strengthen them, without undermining their legal authority and integrity;".

32. Also at the same meeting, the Committee adopted revised draft resolution A/C.3/49/L.71/Rev.1, as orally revised, without a vote (see para. 37, draft resolution VII).

I. Draft resolution A/C.3/49/L.72

- 33. At the 62nd meeting, on 10 December, the representative of New Zealand, on behalf of <u>Albania, Andorra, Australia, Austria, Bangladesh, Bolivia, Bosnia and</u> Herzegovina, Burundi, Canada, Costa Rica, the Czech Republic, Denmark, the Dominican Republic, Fiji, Finland, Guatemala, Guinea, Guinea-Bissau, Guyana, Haiti, Iceland, Ireland, Israel, Jamaica, Liechtenstein, the Marshall Islands, Micronesia (Federated States of), Morocco, Myanmar, the Netherlands, New Zealand, Nicaragua, Norway, Panama, Papua New Guinea, the Republic of Korea, Romania, Samoa, Senegal, Singapore, Slovenia, Solomon Islands, Spain, Suriname, Sweden, Turkey, Venezuela and Zambia, as well as Argentina, the Bahamas, Ghana, Namibia, Nigeria, Pakistan, Ukraine and Yemen, introduced a draft resolution entitled "Improvement of the status of women in the Secretariat" (A/C.3/49/L.72). Subsequently, Antigua and Barbuda, Afghanistan, Armenia, Burkina Faso, Colombia, Cote d'Ivoire, Ecuador, El Salvador, Germany, Kenya, Malaysia, Mongolia, Mozambique, Nepal, New Zealand, the Niger, the Philippines, Poland, Portugal, South Africa, Thailand, the United Kingdom of Great Britain and Northern Ireland, the <u>United States of America</u> and <u>Uzbekistan</u> joined in sponsoring the draft resolution.
- 34. At the 64th meeting, on 13 December, the Committee adopted draft resolution A/C.3/49/L.72 without a vote (see para. 37, draft resolution VIII).
- 35. After the adoption of the draft resolution, the representative of India made a statement (see A/C.3/49/SR.64).

J. <u>Draft decision</u>

36. At its 66th meeting, on 14 December 1994, on the proposal of the Chairman, the Committee adopted a draft decision by which the General Assembly would take note of two documents considered under the item (see para. 38, draft decision II).

III. RECOMMENDATIONS OF THE THIRD COMMITTEE

37. The Third Committee recommends to the General Assembly the adoption of the following draft resolutions:

DRAFT RESOLUTION I

Proposed merger of the International Research and Training Institute for the Advancement of Women and the United Nations Development Fund for Women

The General Assembly,

Recalling its resolution 48/111 of 20 December 1993, in which it emphasized that the ultimate goal of restructuring should be to strengthen the programmes for the advancement of women and to enhance the efficiency of the work of the International Research and Training Institute for the Advancement of Women and the United Nations Development Fund for Women, in function, structure and costeffectiveness,

Recalling also Economic and Social Council resolution 1994/51 of 3 November 1994, in which the Council emphasized that the advancement of women should be an integral part of the economic and social development process in national and international governance, sustainable development and gender equality,

- 1. Takes note of the report of the Secretary-General submitted pursuant to General Assembly resolution 48/111; 12/
- 2. Takes note also of the questions and recommendations contained in the report of the Advisory Committee on Administrative and Budgetary Questions $\underline{13}$ / and its conclusion that further studies are necessary before a definite decision can be made on the question of the proposed merger;
- 3. <u>Urges</u> the Secretary-General to take appropriate actions so that the requests and recommendations made by it in its resolution 48/111 and by the Economic and Social Council in its resolution 1994/51 are implemented;
- 4. Requests the Secretary-General to submit to the Economic and Social Council, through the Advisory Committee on Administrative and Budgetary Questions, an updated report, which would contain, inter alia, the information requested in Council decision 1993/235 of 27 July 1993 and in paragraphs 2 and 3 of General Assembly resolution 48/111, as well as the additional information requested by the Advisory Committee;
- 5. Requests the Economic and Social Council to re-examine the issue, at a resumed session to take place after the Fourth World Conference on Women and before the Third Committee of the General Assembly considers the item on the advancement of women, taking into account the deliberations of the Commission on the Status of Women at its thirty-ninth session, of the Fourth World Conference on Women and of the Advisory Committee on Administrative and Budgetary Questions

^{12/} A/49/217-E/1994/103.

^{13/} A/49/365-E/1994/119.

concerning institutional arrangements in the United Nations system for the advancement of women;

- 6. <u>Decides</u> to take a final decision at its fiftieth session on the proposed merger of the International Research and Training Institute for the Advancement of Women and the United Nations Development Fund for Women, taking into account the recommendations made by the Economic and Social Council and the deliberations of the Commission on the Status of Women at its thirty-ninth session and of the Fourth World Conference on Women concerning the institutional arrangements in the United Nations system for the advancement of women;
- 7. Requests the Secretary-General to report to the General Assembly at its fiftieth session on the implementation of the present resolution.

DRAFT RESOLUTION II

Implementation of the Nairobi Forward-looking Strategies for the Advancement of Women

The General Assembly,

Recalling all its relevant resolutions, in particular resolution 44/77 of 8 December 1989, in which, inter alia, it endorsed and reaffirmed the importance of the Nairobi Forward-looking Strategies for the Advancement of Women for the period up to the year 2000 $\underline{14}/$ and set out measures for their immediate implementation and for the overall achievement of the interrelated goals and objectives of the United Nations Decade for Women: Equality, Development and Peace,

Recalling also its resolutions 46/98 of 16 December 1991, 47/95 of 16 December 1992 and 48/108 of 20 December 1993,

 $\underline{\text{Taking into consideration}}$ the resolutions adopted by the Economic and Social Council on issues relating to women since the adoption of its resolution 1987/18 of 26 May 1987,

<u>Reaffirming</u> its determination to encourage the full participation of women in economic, social, cultural, civil and political affairs and to promote development, cooperation and international peace,

<u>Conscious</u> of the important and constructive contribution to the improvement of the status of women made by the Commission on the Status of Women, the specialized agencies, the regional commissions and other organizations and bodies of the United Nations system and non-governmental organizations concerned,

^{14/} 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.

<u>Concerned</u> that the resources available in the Secretariat to the programme on the advancement of women are insufficient to ensure adequate support to the Committee on the Elimination of Discrimination against Women and effective implementation of other aspects of the programme, especially the preparations for the Fourth World Conference on Women: Action for Equality, Development and Peace, to be held in 1995,

Taking into account Commission on the Status of Women resolutions 36/8 of 20 March 1992, $\underline{15}/$ 37/7 of 25 March 1993 $\underline{16}/$ and 38/10 of 18 March 1994 $\underline{17}/$ on the preparations for the Fourth World Conference on Women,

Bearing in mind the important role non-governmental organizations play in all activities for the advancement of women and the fact that some of them, especially those from developing countries, do not enjoy consultative status with the Economic and Social Council,

Noting with satisfaction that the preparations for the Fourth World Conference on Women have entered a substantive stage, that the relevant United Nations bodies, China, as the host country, and other countries all attach great importance to the preparations for the Conference and that the various preparatory activities are being conducted in an in-depth and comprehensive manner,

<u>Considering</u> that 1995 will be a year of crucial importance to the preparations for the Fourth World Conference on Women, and that the Commission on the Status of Women will deliberate the content of the Platform for Action at its thirty-ninth session,

<u>Welcoming</u> the report of the Secretary-General containing the executive summary of the 1994 <u>World Survey on the Role of Women in Development</u>, 18/

Expressing its satisfaction that the Programme of Action of the International Conference on Population and Development $\underline{19}$ / establishes that the empowerment of women is a key issue for the Fourth World Conference on Women,

Also expressing its satisfaction that the regional preparatory conferences for the Fourth World Conference on Women have produced plans or platforms for

^{15/} See Official Records of the Economic and Social Council, 1992, Supplement No. 4 (E/1992/24), chap. I, sect. C.

^{16/} Ibid., 1993, Supplement No. 7 (E/1993/27), chap. I, sect. C.

<u>17</u>/ Ibid., <u>1994, Supplement No. 7</u> (E/1994/27), chap. I, sect. C.

^{18/} A/49/378.

 $[\]underline{19}/$ Report of the International Conference on Population and Development, Cairo, $5-\underline{13}$ September $\underline{1994}$ (A/CONF.171/13), resolution 1, annex.

their regions, which provide useful inputs for the Platform for Action of the World Conference,

- 1. Takes note of the report of the Secretary-General; 20/
- 2. Reaffirms section I, paragraph 2, of the recommendations and conclusions arising from the first review and appraisal of the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women, contained in the annex to Economic and Social Council resolution 1990/15 of 24 May 1990, which called for an improved pace in the implementation of the Forward-looking Strategies in the crucial last decade of the twentieth century, since the cost to societies of failing to implement them would be high in terms of slowed economic and social development, misuse of human resources and reduced progress for society as a whole;
- 3. $\underline{\text{Urges}}$ Governments, international organizations and non-governmental organizations to implement the recommendations;
- 4. <u>Calls again upon</u> Member States to give priority to policies and programmes relating to the sub-theme "Employment, health and education", in particular to literacy for self-reliance of women and the mobilization of indigenous resources, as well as to issues relating to the role of women in economic and political decision-making, population, the environment, information and science and technology;
- 5. <u>Reaffirms</u> the central role of the Commission on the Status of Women in matters related to the advancement of women, and calls upon it to continue promoting the implementation of the Forward-looking Strategies to the year 2000, based on the goals of the United Nations Decade for Women: Equality, Development and Peace and the sub-theme "Employment, health and education", and urges all relevant bodies of the United Nations system to cooperate effectively with the Commission in this task;
- 6. Requests the Commission, when considering the priority theme relating to development during its thirty-ninth and subsequent sessions, to ensure its early contribution to the preparatory work for forthcoming major international conferences to be held in 1995, namely, the Fourth World Conference on Women: Action for Equality, Development and Peace and the World Summit for Social Development, and to address the impact of technologies on women;
- 7. Also requests the Commission on the Status of Women to give special attention to women in developing countries, particularly in Africa and the least developed countries, who suffer disproportionately from the effects of the global economic crisis and the heavy external debt burden, and to recommend further measures for the equalization of opportunity and for the integration of the roles and perspective of women, as well as their needs, concerns and aspirations, into the entire development process when considering the priority theme of development;

- 8. <u>Emphasizes</u>, in the framework of the Forward-looking Strategies, the importance of the total integration of women of all ages in the development process, bearing in mind the specific and urgent needs of the developing countries, and calls upon Member States to establish specific targets at each level in order to increase the participation of women in professional, management and decision-making positions in the countries;
- 9. <u>Emphasizes once again</u> the need to give urgent attention to redressing socio-economic inequities at the national and international levels as a necessary step towards the full realization of the goals and objectives of the Forward-looking Strategies through meeting the practical and strategic needs of women;
- 10. <u>Strongly urges</u> that particular attention be given by the competent United Nations organizations and Governments to the special needs of women with disabilities, elderly women and also women in vulnerable situations such as migrant and refugee women and children;
- 11. <u>Urges</u> the international community and the competent United Nations bodies and organs to place more emphasis on the sharp increase in the incidence of poverty among rural women;
- 12. Welcomes the recommendations adopted at the United Nations Conference on Environment and Development on women, environment and development in all programme areas, in particular those set out in chapter 24 of Agenda 21, 21/ entitled "Global action for women towards sustainable and equitable development";
- 13. Welcomes also the recommendations of the International Conference on Population and Development regarding the advancement of women, contained in its Programme of Action; $\underline{19}$ /
- 14. <u>Urges</u> organs, organizations and bodies of the United Nations system to ensure the active participation of women in the planning and implementation of programmes for sustainable development, and requests Governments, in the context of General Assembly resolution 47/191 of 22 December 1992, to consider nominating women as representatives to the Commission on Sustainable Development;
- 15. Requests the Secretary-General, in formulating the system-wide mediumterm plan for the advancement of women for the period 1996-2001 and in integrating the Forward-looking Strategies into activities mandated by the General Assembly, to pay particular attention to specific sectoral themes that cut across the three objectives, equality, development and peace, and to include, in particular, literacy, education, health, population, the impact of technology on the environment and its effect on women and the full participation

^{21/} Report of the United Nations Conference on Environment and Development, Rio de Janeiro, 3-14 June 1992 (United Nations publication, Sales No. E.93.I.8 and corrigenda), vol. I: Resolutions adopted by the Conference, resolution 1, annex II.

of women in decision-making, and to continue to assist Governments in strengthening their national machineries for the advancement of women;

- 16. Also requests the Secretary-General to continue updating the World Survey on the Role of Women in Development, 22/ bearing in mind its importance, placing particular emphasis on the adverse impact of the difficult economic situation affecting the majority of developing countries, particularly on the condition of women, giving special attention to worsening conditions for the incorporation of women into the labour force, as well as the impact of reduced expenditures for social services on opportunities available to women for education, health and child care;
- 17. Requests Governments, when presenting candidatures for vacancies in the Secretariat, in particular at the decision-making level, to give priority to candidatures of women, and requests the Secretary-General in reviewing those candidatures to give special consideration to female candidates from underrepresented and unrepresented developing countries;
- 18. Requests the Secretary-General to invite Governments, organizations of the United Nations system, including the regional commissions and the specialized agencies, and intergovernmental and non-governmental organizations to report periodically to the Economic and Social Council, through the Commission on the Status of Women, on activities undertaken at all levels to implement the Forward-looking Strategies;
- 19. <u>Also requests</u> the Secretary-General to continue to provide for the existing weekly radio programmes on women in the regular budget of the United Nations, making adequate provisions for broadcasts in different languages, and to develop the focal point for issues relating to women in the Department of Public Information of the Secretariat, which, in concert with the Department for Policy Coordination and Sustainable Development, should provide a more effective public information programme relating to the advancement of women;
- 20. <u>Further requests</u> the Secretary-General to include in his report on the implementation of the Forward-looking Strategies, to be submitted to the General Assembly at its fiftieth session, an assessment of recent developments that are relevant to the priority themes to be considered at the subsequent session of the Commission on the Status of Women and to transmit to the Commission a summary of relevant views expressed by delegations during the debate in the Assembly;
- 21. Requests the Commission to continue to examine the implications of the World Conference on Human Rights and the Vienna Declaration and Programme of Action 23/ adopted by the Conference for its central role in matters related to the rights of women within the United Nations system and to report to the Economic and Social Council at its substantive session of 1995;

^{22/} United Nations publication, Sales No. E.89.IV.2.

 $[\]underline{23}/\underline{\text{Report of the World Conference on Human Rights, Vienna,}}$ $\underline{14-25}$ June $\underline{1993}$ (A/CONF.157/24 (Part I)), chap. III.

- 22. <u>Requests</u> the Secretary-General to prepare a report for the Commission, for consideration at its thirty-ninth session, on steps to be taken by the Division for the Advancement of Women, in cooperation with other United Nations bodies, specifically the Centre for Human Rights of the Secretariat, to ensure that relevant human rights mechanisms of the United Nations, such as treaty-monitoring bodies, rapporteurs and working groups, regularly address violations of the rights of women, including gender-specific abuses;
- 23. Recognizes that the Declaration on the Elimination of Violence against Women, proclaimed by the General Assembly in its resolution 48/104 of 20 December 1993, is essential to the attainment of full respect for the rights of women and is an important contribution to efforts aimed at achieving the objectives of the Forward-looking Strategies by the year 2000;
- 24. Expresses its satisfaction for the smooth conclusion of the regional preparatory meetings, the results of which constitute important inputs to the Platform for Action, the final document of the Fourth World Conference on Women;
- 25. <u>Requests</u> the Secretary-General to give more support, from within existing resources, to the Division for the Advancement of Women, acting as secretariat of the Fourth World Conference on Women, by providing sufficient financial and human resources and giving wide publicity to the Conference and its preparatory activities;
- 26. Appeals to countries that have not done so to compile their national reports in earnest and to forward them in time to the secretariat of the Conference;
- 27. <u>Decides</u> that, in order to support developing countries, in particular the least developed among them, in participating fully and effectively in the Conference and its preparatory process, each least developed country, to the extent that extrabudgetary funds are available, may be provided from the trust fund established by the Secretary-General for the preparations for the Conference with travel expenses and, on an exceptional basis, daily subsistence allowance for representatives attending the thirty-ninth session of the Commission on the Status of Women, which is the preparatory body for the Conference, and the Conference itself;
- 28. <u>Expresses its gratitude and appreciation</u> to the Governments, organizations and individuals that have already contributed to the Trust Fund for the Fourth World Conference on Women;
- 29. Recommends the further development of methods of compilation and data collection in areas of concern identified by the Commission, and urges Member States to improve and broaden collection of gender-disaggregated statistical information and make it available to the relevant bodies of the United Nations system with a view to preparing, in all official languages, as a background document for the Fourth World Conference on Women, an updated edition of The World's Women 1970-1990: Trends and Statistics; 24/

^{24/} United Nations publication, Sales No. E.90.XVII.3.

- 30. <u>Endorses</u> the recommendation contained in Commission on the Status of Women resolution 36/8 that the Secretary-General should include information on the decision-making position of women in public life and in the fields of science and technology in the preparation of the priority theme on peace: "Women in international decision-making", for the Commission at its thirty-ninth session, in 1995;
- 31. <u>Requests</u> the Secretary-General to make available for the Fourth World Conference on Women reports and decisions of the World Conference on Human Rights, the International Conference on Population and Development and the World Summit for Social Development;
- 32. <u>Emphasizes</u> that the success of the Fourth World Conference on Women will depend largely on the follow-up to the Conference;
- 33. <u>Invites</u> United Nations bodies and specialized agencies and other relevant intergovernmental organizations to consider making concrete commitments and specifying actions to meet the global priorities for the advancement of women by the year 2000 which will be reflected in the Platform for Action;
- 34. <u>Invites</u> Member States similarly to consider specific action which they could take in their own countries to bring about change by the year 2000;
- 35. <u>Decides</u>, taking into account Commission on the Status of Women resolution 38/10, to adopt the modalities for the participation in and contribution to the Fourth World Conference on Women and its preparatory process by non-governmental organizations, particularly those from the developing countries, set out in the annex to General Assembly resolution 48/108;
- 36. <u>Requests</u> the Secretary-General to prepare a report for the Fourth World Conference on Women, to be held at Beijing in 1995, on the extent to which gender concerns have been included in the activities of the relevant human rights mechanisms of the United Nations, such as treaty-monitoring bodies, rapporteurs and working groups;
- 37. Requests that the report of the Fourth World Conference on Women be submitted to the General Assembly at its fiftieth session for consideration and action;
- 38. <u>Requests</u> the Secretary-General to prepare for the consideration of the General Assembly at its fiftieth session a report on follow-up to the Fourth World Conference on Women, taking into consideration the recommendations made at the Conference;
- 39. <u>Also requests</u> the Secretary-General to report to the General Assembly at its fiftieth session on measures taken to implement the present resolution.

DRAFT RESOLUTION III

Integration of older women in development

The General Assembly,

Recalling its resolution 44/76 of 8 December 1989, in which it pointed out that age segregation, in addition to sex stereotyping, makes the social and economic problems of elderly women even more acute, and that they are often viewed only as beneficiaries and not as contributors to development,

Also recalling its resolution 40/30 of 29 November 1985, in which it emphasized that the elderly must be considered an important and necessary element in the development process at all levels within a given society,

Further recalling Commission on the Status of Women resolution 36/4 of 20 March 1992, 25/ in which the Commission emphasized the need to adopt an approach for the advancement of women that takes into account all stages of life, so as to identify measures that respond to women's needs,

<u>Calling attention</u> to the urgent need to develop and improve the publication of statistics by sex and by age, and to identify and evaluate the different forms of activities of older women which are not normally recognized as having an economic value, in particular in the informal sectors,

Taking into consideration the proceedings of the International Symposium on Population Structure and Development, held at Tokyo in September 1987, which called attention to the fact that the United Nations had estimated that there were 208 million women aged 60 and above in 1985, of which about half lived in the developed and half in the developing world, and that by the year 2025 this number had been projected to increase to 604 million elderly women for the world as a whole, of which nearly 70 per cent would be living in the developing countries,

- 1. <u>Takes note with appreciation</u> of the joint publication of the International Research and Training Institute for the Advancement of Women and the Statistics Division of the United Nations Secretariat entitled <u>The Situation of Elderly Women: Available Statistics and Indicators 26</u>/ and encourages both organizations to continue their pioneering work in this field;
- 2. Requests the Committee on the Elimination of Discrimination against Women to pay particular attention to discrimination on grounds of age when evaluating national reports on the implementation of the Convention on the Elimination of All Forms of Discrimination against Women; 27/

^{25/} See Official Records of the Economic and Social Council, 1992, Supplement No. 4 (E/1992/24), chap. I, sect. C.

^{26/} INSTRAW/SER.B/44.

^{27/} Resolution 34/180, annex.

- 3. <u>Invites</u> the competent organs of the United Nations to adopt an approach that, in all their strategies and programmes for the advancement of women, takes into account all stages of life;
- 4. <u>Invites</u> the international development agencies and organizations, including the United Nations Development Fund for Women and the United Nations Development Programme, to take account of the potential of elderly women as a human resource for development and to include older women in their development strategies and programmes, and encourages Governments to ensure the inclusion of women, regardless of age, in development projects covered by national and multilateral financial institutions;
- 5. <u>Invites</u> the Preparatory Committee for the World Summit for Social Development to ensure that older women's concerns and contributions to development be considered under the three main agenda items of the Summit: "Elimination of poverty", "Social integration" and "Employment";
- 6. <u>Urges</u> the Commission on the Status of Women, as the preparatory body for the Fourth World Conference on Women: Action for Equality, Development and Peace, to ensure that older women's concerns and contributions to development are recognized and incorporated into the strategies, programmes and policies of the Platform for Action which deal with equality, development and peace;
- 7. Requests the Secretary-General to report to the General Assembly at its fiftieth session on the implementation of the present resolution under the item entitled "Advancement of women".

DRAFT RESOLUTION IV

International Research and Training Institute for the Advancement of Women

The General Assembly,

Recalling its resolution 48/105 of 20 December 1993, in which it urged the International Research and Training Institute for the Advancement of Women to continue to strengthen its activities in the areas of research, training and information aimed at mainstreaming gender in development strategies and giving women greater visibility by evaluating their contribution to social and economic development as important means of empowering women and improving their status, emphasized the unique function of the Institute as the only entity within the United Nations system devoted exclusively to research and training for the integration of women in development and stressed the importance of making its research findings available for policy purposes and for operational activities,

Recalling also its resolution 48/111 of 20 December 1993, in which it recognized the importance of adequate preparation for the Fourth World Conference on Women: Action for Equality, Development and Peace, to be held in 1995, and the role therein of the Institute,

Taking into consideration that, in its resolution 1994/30 of 27 July 1994, the Economic and Social Council reiterated the importance of maintaining the level of resources devoted to independent research and related training activities which are crucial for the situation of women,

Emphasizing that the Economic and Social Council, in its resolution 1994/51
of 3 November 1994, stressed the urgent need for appropriate leadership and
staffing for the Institute so that it could continue to comply with its mandate,

Taking into account that the Economic and Social Council, in its resolution 1994/51 of 3 November 1994, emphasized that the advancement of women should be an integral part of the economic and social development process within the main global issues, such as women's participation in the peace process, in national and international governance, sustainable development and gender equality,

- 1. Takes note of the report of the Secretary-General pursuant to General Assembly resolution 48/111; 28/
- 2. <u>Also takes note</u> of the report of the Advisory Committee on Administrative and Budgetary Questions; 29/
- 3. <u>Reiterates</u> the importance of maintaining the level of resources devoted to independent research and related training activities which are crucial for the situation of women;
- 4. <u>Calls upon</u> States, intergovernmental and non-governmental organizations to contribute, through voluntary contributions and pledges, to the United Nations Trust Fund for the International Research and Training Institute for the Advancement of Women, thus enabling the Institute to continue to respond effectively to its mandate;
- 5. <u>Urges</u> the Secretary-General to appoint, as expeditiously as possible, a Director of the International Research and Training Institute for the Advancement of Women and to fill the existing vacancies in order to permit the Institute to carry out its mandate;
- 6. Also urges the Secretary-General to take appropriate actions for the implementation of General Assembly resolution 48/111, Economic and Social Council resolutions E/1994/30 and E/1994/51 of 3 November 1994 and the present resolution;
- 7. Requests the Secretary-General to report on this question to the General Assembly at its fiftieth session under the item entitled "Advancement of women".

^{28/} A/49/217-E/1994/103.

^{29/} A/49/365-E/1994/119.

DRAFT RESOLUTION V

<u>Convention on the Elimination of All Forms</u> of Discrimination against Women

The General Assembly,

Bearing in mind that one of the purposes of the United Nations, as stated in Articles 1 and 55 of the Charter, is to promote universal respect for human rights and fundamental freedoms for all without distinction of any kind, including distinction as to sex,

Affirming that women and men should participate equally in social, economic and political development, should contribute equally to such development and should share equally in improved conditions of life,

<u>Recalling</u> its resolution 34/180 of 18 December 1979, by which it adopted the Convention on the Elimination of All Forms of Discrimination against Women,

<u>Recalling also</u> its previous resolutions on the Convention, and taking note of Economic and Social Council resolution 1994/7 of 21 July 1994,

<u>Welcoming</u> the growing number of States parties to the Convention, which now stands at one hundred thirty-four,

Noting with deep concern that the Convention is still one of the human rights instruments with a large number of reservations, many of which run contrary to the object and purpose of the Convention, despite the fact that some States parties have withdrawn their reservations to it,

Recalling the Vienna Declaration and Programme of Action $\underline{30}$ / adopted by the World Conference on Human Rights, held at Vienna in June 1993, in which the Conference stipulated that the human rights of women and the girl child were an inalienable, integral and indivisible part of human rights,

Recalling also that, in the Vienna Declaration and Programme of Action, the Conference recommended the adoption of new procedures to strengthen implementation of the commitment to women's equality and human rights, including a call upon the Commission on the Status of Women and the Committee on the Elimination of Discrimination against Women to examine quickly the possibility of introducing the right of petition through the preparation of an optional protocol to the Convention,

<u>Taking note</u> of the decision adopted at the Sixth Meeting of States Parties to the Convention, on 4 February 1992, 31/

^{30/} Report of the World Conference on Human Rights, Vienna, 14-25 June 1993 (A/CONF.157/24 (Part I)), chap. III.

^{31/} See CEDAW/SP/1992/4.

 $\underline{\text{Aware}}$ of the important contribution that the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women $\underline{32}$ / can make to eliminating all forms of discrimination against women and to achieving legal and de facto equality between women and men,

<u>Having considered</u> the reports of the Committee on the Elimination of Discrimination against Women on its twelfth $\underline{33}$ / and thirteenth $\underline{34}$ / sessions,

<u>Taking note</u> of the suggestions and general recommendations made by the Committee in accordance with its mandate, as demonstrated most recently by the Committee at its thirteenth session, at which the Committee adopted suggestion No. 6 on the International Conference on Population and Development and general recommendation No. 21 related to articles 9, 15 and 16 of the Convention as its contribution to the International Year of the Family, as well as other general recommendations made by the Committee,

Noting that the workload of the Committee has increased because of the growing number of States parties to the Convention, that the annual session of the Committee is still the shortest of all the annual sessions of the human rights treaty bodies and that, in spite of the recommendation by the Economic and Social Council in its resolution 1992/17 of 30 July 1992, which was supported by the General Assembly in its resolution 47/94 of 16 December 1992, that three weeks be allowed for each session of the Committee in order to consider the reports submitted by the States parties until the backlog in reports had been eliminated, a considerable backlog still remains,

<u>Convinced</u> of the need to adopt measures to enable the Committee to consider in a thorough and timely manner the reports submitted by States parties and to discharge all its responsibilities under the Convention,

<u>Taking note</u> of the report of the Secretary-General on the working methods of the Committee and its capacity to fulfil its mandate effectively, including a comparison of other treaty bodies, 35/

<u>Welcoming</u> the efforts of the Committee to improve further its working methods by adopting concluding observations containing specific suggestions and recommendations,

^{32/} 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.

³³/ Official Records of the General Assembly, Forty-eighth Session, Supplement No. 38 (A/48/38).

^{34/} Ibid., Forty-ninth Session, Supplement No. 38 (A/49/38).

^{35/} A/49/308, chap. III.

<u>Recalling</u> that, under article 17, paragraph 9, of the Convention, the Secretary-General is required to provide the necessary staff and facilities for the effective performance of the functions of the Committee,

Recalling also its resolutions 44/73 of 8 December 1989, 45/124 of 14 December 1990 and 47/94 of 16 December 1992, in which, inter alia, it strongly supported the view of the Committee that the Secretary-General should accord higher priority to strengthening support for the Committee,

<u>Strongly supporting</u> general recommendation No. 19 of the Committee on violence against women, and calling upon States parties to prepare their periodic reports in accordance with this and other general recommendations of the Committee,

 ${
m Noting\ with\ satisfaction}$ the appointment of a Special Rapporteur of the Commission on Human Rights on violence against women, including its causes and consequences,

- 1. <u>Expresses its satisfaction</u> with the increasing number of States that have ratified or acceded to the Convention on the Elimination of All Forms of Discrimination against Women, and supports the general recommendation of the Committee on the Elimination of Discrimination against Women to draw attention to those reservations which are incompatible with the objective and purpose of the Convention;
- 2. $\underline{\text{Urges}}$ all States that have not yet ratified or acceded to the Convention to do so as soon as possible;
- 3. <u>Emphasizes</u> the importance of the strictest compliance by States parties with their obligations under the Convention;
- 4. <u>Encourages</u> States to consider limiting the extent of any reservation they lodge to the Convention, to formulate any reservations as precisely and as narrowly as possible and to ensure that no reservation is incompatible with the object and purpose of the Convention or otherwise contrary to international law;
- 5. Requests States parties to the Convention to review their reservations regularly, with a view to withdrawing them expeditiously so that the Convention may be fully implemented;
- 6. Takes note of the report of the Secretary-General on the status of the Convention on the Elimination of All Forms of Discrimination against Women, 36/ and requests him to submit annually to the General Assembly a report on the status of the Convention;
- 7. Takes note also of the reports of the Committee on the Elimination of Discrimination against Women on its twelfth 33/ and thirteenth 34/ sessions;

<u>36</u>/ Ibid., chap. II.

- 8. Recommends that the States parties to the Convention, in the light of the reports mentioned in paragraphs 6 and 7 above, review the working situation of the Committee and its capacity to fulfil its mandate more effectively, and in this context also that the States parties consider the possibility of amending article 20 of the Convention so as to allow for sufficient meeting time for the Committee;
- 9. Requests the States parties to the Convention to meet in 1995 in order to consider the review of article 20 of the Convention mentioned in paragraph 8 above;
- 10. <u>Invites</u> States parties to the Convention to make all possible efforts to submit their initial as well as their second and subsequent periodic reports on the implementation of the Convention, in accordance with article 18 thereof and with the guidelines provided by the Committee, and to cooperate fully with the Committee in the presentation of their reports;
- 11. <u>Welcomes</u> the efforts made by the Committee to rationalize its procedures and expedite the consideration of periodic reports, and strongly encourages the Committee to continue those efforts;
- 12. Welcomes also, in accordance with general recommendation No. 11 of the Committee, 37/ the initiatives taken to provide regional training courses on the preparation and drafting of reports of States parties for government officials and training and information seminars for States considering acceding to the Convention, and urges the relevant organs and organizations of the United Nations to support such initiatives;
- 13. Requests the Secretary-General to continue his efforts to provide secretariat staff, including legal staff members expert in human rights treaty implementation, and technical resources for the effective performance by the Committee of its functions;
- 14. <u>Strongly supports</u> the view of the Committee that the Secretary-General should accord higher priority, within existing resources, to strengthening technical and substantive support for the Committee, in particular to assist in preparatory research;
- 15. Requests the Secretary-General to continue to provide for, facilitate and encourage, within existing resources, the dissemination of information relating to the Committee, its decisions and recommendations, the Convention and the concept of legal literacy, taking into account the Committee's own recommendations to that end;
- 16. <u>Supports</u> the request of the Committee at its twelfth and thirteenth sessions for additional meeting time, with adequate support from the Secretariat, so as to allow for the Committee to meet once a year for three weeks for its fourteenth and fifteenth sessions, and recommends that the request

³⁷/ Official Records of the General Assembly, Forty-fourth Session, Supplement No. 38 (A/44/38), sect. V.

made by the Committee for additional meeting time be considered within the existing level of budgetary resources;

- 17. Requests the Secretary-General to ensure adequate support to the Committee, and also requests that sufficient resources be provided for that purpose from within the existing regular budget to enable the Committee to deal in a thorough and timely manner with reports submitted by States parties;
- 18. <u>Decides</u> that, at its fifty-first session, it will review once again whether the backlog of the Committee in considering reports has been reduced;
- 19. <u>Recommends</u> that meetings of the Committee should be scheduled, whenever possible, to allow for the timely transmission of the results of its work to the Commission on the Status of Women, for information, in the same year;
- 20. <u>Requests</u> the Secretary-General to submit to the General Assembly at its fifty-first session a report on the implementation of the present resolution and to make the report available to the Commission on the Status of Women at its forty-first session.

DRAFT RESOLUTION VI

Violence against women migrant workers

The General Assembly,

<u>Recalling</u> that the Charter of the United Nations reaffirms faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women,

Reaffirming the principles set forth in the Convention on the Elimination of All Forms of Discrimination against Women, adopted by the General Assembly by its resolution 34/180 of 18 December 1979,

<u>Stressing</u> that the promotion of the human rights of women constitutes an integral part of the human rights activities of the United Nations, as reaffirmed in the Vienna Declaration and Programme of Action, $\underline{38}$ / adopted by the World Conference on Human Rights,

<u>Welcoming</u> the Programme of Action of the International Conference on Population and Development, 39/ held at Cairo from 5 to 13 September 1994,

³⁸/ Report of the World Conference on Human Rights, Vienna, 14-25 June 1993 (A/CONF.157/24 (Part I)), chap. III.

^{39/} Report of the International Conference on Population and Development, held at Cairo, 5-13 September 1994 (A/CONF.171/13), chap. I, resolution I, annex.

which called upon all countries to take full measures to eliminate all forms of exploitation, abuse, harassment and violence against women,

<u>Noting</u> the large numbers of women from developing countries and from some economies in transition who continue to venture forth to more affluent countries in search of a living for themselves and their families, as a consequence of poverty, unemployment and other socio-economic situations in their home countries, while acknowledging the primary duty of States to work for conditions that provide employment to their citizens,

<u>Recognizing</u> that it is the duty of sending countries to protect and promote the interests of their citizens who seek or receive employment in other countries, to provide them with appropriate training/education and to apprise them of their rights and obligations in the countries of employment,

<u>Aware</u> of the moral obligation of receiving or host countries to ensure the human rights and fundamental freedoms of all persons within their boundaries, including migrant workers, and in particular women migrant workers, who are doubly vulnerable because of their gender and their being foreigners,

<u>Noting with concern</u> the continuing reports of grave abuses and acts of violence committed against the persons of women migrant workers by some of their employers in some host countries,

<u>Stressing</u> that acts of violence directed against women impair or nullify the enjoyment by women of their human rights and fundamental freedoms,

<u>Convinced</u> of the need to eliminate all forms of discrimination against women and the need to protect them from gender-based violence,

- 1. <u>Expresses grave concern</u> at the plight of women migrant workers who become victims of physical, mental and sexual harassment and abuse;
- 2. Recognizes with appreciation the efforts exerted by some receiving countries to alleviate the negative situation of women migrant workers;
- 3. Recalls, in this context, its resolution 48/104 of 20 December 1993, by which it adopted the Declaration on the Elimination of Violence against Women;
- 4. <u>Welcomes</u> measures to strengthen the human rights of women and the establishment of closer ties between the organs dealing with women's issues and rights in the United Nations, through a special programme of activities, as envisioned in the proposed revision to the medium-term plan for the period 1992-1997;
- 5. <u>Invites</u> States concerned, specifically the sending and receiving States of women migrant workers, to conduct regular consultations for the purpose of identifying problem areas in promoting and protecting the rights of women migrant workers and in ensuring health and social services for them, adopting specific measures to address those problems, setting up as necessary appropriate mechanisms to implement those measures, and, in general, creating

conditions that foster greater harmony and tolerance between women migrant workers and the rest of the society in which they reside;

- 6. Also calls upon the countries concerned to take appropriate measures to ensure that law enforcement officials assist in guaranteeing the full protection of the rights of women migrant workers, consistent with international obligations of Member States;
- 7. <u>Urges</u> both sending and host countries to help ensure that women migrant workers are protected from unscrupulous recruitment practices, if needed by the adoption of legal measures;
- 8. <u>Encourages</u> Member States to consider signing and ratifying or acceding to the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families; $\underline{40}/$
- 9. <u>Invites</u> trade unions to support the realization of the rights of women migrant workers by assisting them in organizing themselves so as to enable them better to assert their rights;
- 10. <u>Calls upon</u> relevant bodies and specialized agencies of the United Nations system, intergovernmental organizations and non-governmental organizations to inform the Secretary-General of the extent of the problem and to recommend further measures to implement the purposes of the present resolution;
- 11. <u>Requests</u> treaty-monitoring bodies and calls upon non-governmental organizations concerned with violence against women to include, where appropriate, the situation of women migrant workers in their deliberations and findings and to supply relevant information to United Nations bodies and Governments;
- 12. <u>Invites</u> the Special Rapporteur of the Commission on Human Rights on violence against women to continue to include among the urgent issues pertaining to her mandate the violence perpetrated against women migrant workers;
- 13. <u>Calls upon</u> relevant intergovernmental bodies, specialized agencies and non-governmental organizations concerned, in cooperation with both the sending and the host countries, to conduct seminars and training programmes on human rights instruments, particularly those pertaining to migrant workers;
- 14. <u>Invites</u> all States to adopt, with the support of relevant non-governmental organizations, appropriate measures to provide support services to women migrant workers who have become traumatized as a consequence of violation of their rights by, <u>inter alia</u>, unscrupulous employers and/or recruiters, to provide resources for their physical and psychological rehabilitation and to facilitate their return to their countries of origin;

^{40/} Resolution 45/158, annex.

- 15. <u>Invites</u> the World Summit for Social Development, the Fourth World Conference on Women and the Ninth United Nations Congress on the Prevention of Crime and the Treatment of Offenders to consider including in their respective programmes of action the subject of the traffic in women and girls, as well as youth;
- 16. <u>Requests</u> the Secretary-General to report to the General Assembly at its fiftieth session on the implementation of the present resolution, including, in particular, on the report of the Special Rapporteur of the Commission on Human Rights on violence against women.

DRAFT RESOLUTION VII

Traffic in women and girls

The General Assembly,

<u>Reaffirming</u> its faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women, enshrined in the Charter of the United Nations,

Reaffirming also the principles set forth in the Universal Declaration of Human Rights, $\underline{41}/$ the Convention on the Elimination of All Forms of Discrimination against Women, $\underline{42}/$ the International Covenants on Human Rights, $\underline{43}/$ the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, $\underline{44}/$ the Convention on the Rights of the Child, $\underline{45}/$ and the Declaration on the Elimination of Violence against Women, $\underline{46}/$

Recalling that the Vienna Declaration and Programme of Action $\underline{47}/$ affirmed the human rights of women and the girl child as an inalienable, integral and indivisible part of universal human rights,

^{41/} Resolution 217 A (III).

^{42/} Resolution 34/180, annex.

^{43/} Resolution 2200 A (XXI), annex.

^{44/} Resolution 39/46, annex.

^{45/} Resolution 44/25.

^{46/} Resolution 48/104.

^{47/} Report of the World Conference on Human Rights, Vienna, 14-25 June 1993 (A/CONF.157/24 (Part I)), chap. III.

<u>Convinced</u> of the need to eliminate all forms of sexual violence and sexual trafficking, which are violations of the human rights of women and girl children,

Condemning the illicit and clandestine movement of persons across national and international borders, largely from developing countries and some countries with economies in transition, with the end goal of forcing women and girl children into sexually or economically oppressive and exploitative situations, for the profit of recruiters, traffickers and crime syndicates, as well as other illegal activities related to trafficking, such as forced domestic labour, false marriages, clandestine employment and false adoption,

 $\underline{\text{Noting}}$ the increasing number of women and girl children from developing countries and from some countries with economies in transition who are being victimized by traffickers, and acknowledging that the problem of trafficking also victimizes young boys,

Recalling that the Commission on Human Rights, in its resolution 1994/45 of 4 March 1994, 48/ called for the elimination of trafficking in women,

 $\underline{\text{Aware}}$ of the decision of the Commission on Crime Prevention and Criminal Justice, in its resolution 3/2, $\underline{49}$ / to consider the international traffic in minors at its fourth session in the context of its discussion on the question of organized transnational crime,

<u>Realizing</u> the urgent need for the adoption of effective measures nationally, regionally and internationally to protect women and girl children from this nefarious traffic,

- 1. <u>Expresses its grave concern</u> over the worsening problem of trafficking, particularly the increasing syndication of the sex trade and the internationalization of the traffic in women and girl children;
- 2. Welcomes the Programme of Action of the International Conference on Population and Development, 50/ held at Cairo from 5 to 13 September 1994, which, inter alia, called upon all Governments to prevent all international trafficking in migrants, especially for the purpose of prostitution, and for the adoption by Governments of both receiving countries and countries of origin, of effective sanctions against those who organize undocumented migration, exploit undocumented migrants or engage in trafficking in undocumented migrants, especially those who engage in any form of international traffic of women and girl children;

 $[\]underline{48}/$ Official Records of the Economic and Social Council, 1994, Supplement No. 4 (E/1994/24), chap. II, sect. A.

^{49/} Ibid., Supplement No. 11 (E/1994/31), chap. I, sect. C.

^{50/} Report of the International Conference on Population and Development, Cairo, 5-13 September 1994 (A/CONF.171/13), chap. I, resolution I, annex.

- 3. <u>Encourages</u> Governments, relevant bodies and specialized agencies of the United Nations system, intergovernmental organizations and non-governmental organizations to gather and share information relative to all aspects of trafficking in women and girl children to facilitate the development of anti-trafficking measures;
- 4. <u>Urges</u> Governments to take appropriate measures to address the problem of trafficking in women and girl children and to ensure that the victims are provided with the necessary assistance, support, legal advice, protection, treatment and rehabilitation, and urges Governments to cooperate in this matter;
- 5. <u>Calls upon</u> all Governments to take appropriate measures to prevent the misuse and exploitation by traffickers of economic activities, such as the development of tourism and the export of labour;
- 6. <u>Encourages</u> Member States to consider signing and ratifying or acceding to the Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others, 51/ the Slavery Convention 52/ and all other relevant international instruments;
- 7. <u>Invites</u> Governments concerned, relevant intergovernmental organizations and non-governmental organizations to adopt appropriate measures to create a better public awareness of the problem;
- 8. <u>Draws</u> the attention of the Special Rapporteur of the Commission on Human Rights on violence against women and the Working Group on Contemporary Forms of Slavery of the Subcommission on Prevention of Discrimination and Protection of Minorities to the problem of trafficking in women and girl children;
- 9. <u>Invites</u> the World Summit for Social Development, the Fourth World Conference on Women and the Ninth United Nations Congress on the Prevention of Crime and the Treatment of Offenders to consider including in their respective programmes of action the subject of the traffic in women and girl children;
- 10. <u>Recommends</u> that the problem of trafficking in women and girl children be given consideration within the implementation of all relevant international legal instruments and, if need be, that consideration be given to measures to strengthen them, without undermining their legal authority and integrity;
- 11. <u>Requests</u> the Secretary-General to submit a preliminary report to the General Assembly at its fiftieth session on the implementation of the present resolution under the item entitled "Advancement of women".

^{51/} Resolution 3-17 (IV), annex.

^{52/} United Nations, <u>Treaty Series</u>, vol. 212, p. 17.

DRAFT RESOLUTION VIII

Improvement of the status of women in the Secretariat

The General Assembly,

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, $\underline{53}$ / especially paragraphs 79, 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 area since the adoption of Assembly resolution 2715 (XXV) of 15 December 1970, in which the question of the employment of women in the Professional category was first addressed,

<u>Concerned</u> at the serious and continuing underrepresentation of women in the Secretariat, particularly at the higher decision-making levels,

<u>Convinced</u> that the improvement of the status of women in the Secretariat could significantly enhance the effectiveness and credibility of the United Nations, including its leadership role in advancing the status of women world wide and in promoting the full participation of women in all aspects of decision-making,

Recalling the goal set in its resolutions 45/125 of 14 December 1990 and 45/239 C of 21 December 1990, which was reaffirmed in its resolutions 46/100 of 16 December 1991, 47/93 of 16 December 1992 and 48/106 of 20 December 1993, of a 35 per cent overall participation rate of women in posts subject to geographical distribution by 1995,

<u>Noting with concern</u> that the current rate of increase in the appointment of women may not be sufficient to achieve the objective of a 35 per cent participation rate of women in posts subject to geographical distribution by 1995,

Recalling the goal set in its resolution 45/239 C, which was reaffirmed in its resolutions 46/100, 47/93 and 48/106, of a 25 per cent participation rate of women in posts at the D-1 level and above by 1995,

^{53/} Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equity, Development and Peace, Nairobi, 15-26 July 1985 (United Nations publication, Sales No. E.85.IV.10), chap. I, sect. A.

 $\underline{\text{Noting with disappointment}}$ that the participation rate of women in posts at the D-1 level and above remains unacceptably low, and well below the 25 per cent goal,

Noting the efforts made in the past year by the Secretary-General and the Office of Human Resources Management to integrate the objectives set by the General Assembly for the improvement of the status of women in the Secretariat into the overall strategy for the management of the Organization's human resources, and noting also that such a comprehensive approach will be conducive to enhancing the status of women in the Secretariat,

<u>Recognizing</u> the importance of providing equal employment opportunities for all staff,

Aware that a comprehensive policy aimed at preventing 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, $\underline{54}/$

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

- 1. $\underline{\text{Welcomes}}$ the report of the Secretary-General on the improvement of the status of women in the Secretariat; 55/
- 2. <u>Takes note</u> of the strategic plan of action for the improvement of the status of women in the Secretariat (1995-2000) contained in the report, and the goals and objectives of the strategic plan as proposed by the Secretary-General;
- 3. <u>Urges</u> the Secretary-General to implement fully the strategic plan of action for the improvement of the status of women in the Secretariat (1995-2000), noting that his visible commitment is essential to the achievement of the targets set by the General Assembly and the goals and objectives contained in the strategic plan;
- 4. <u>Welcomes</u> the Secretary-General's intention to ensure implementation of the strategic plan through, <u>inter alia</u>, the issuance of clear and specific instructions as to the authority and responsibility of all managers to implement the plan and the criteria by which performance will be appraised;
- 5. <u>Urges</u> the Secretary-General, in accordance with the Charter of the United Nations and consistent with the strategic plan, 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 and within those parts of the United Nations system and its specialized agencies where representation of women is considerably below the

^{54/} ST/AI/379.

^{55/} A/49/587 and Corr.1.

average, in order to achieve the goals set in its resolutions 45/125 and 45/239 C 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;

- 6. <u>Also urges</u> the Secretary-General to examine further 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, including consideration of such issues as spouse employment, job-sharing, flexible working hours, child-care arrangements, career-break schemes and access to training;
- 7. <u>Further urges</u> the Secretary-General 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, including countries in transition;
- 8. Requests the Secretary-General to ensure that equal employment opportunities exist for all staff;
- 9. <u>Also requests</u> the Secretary-General to enable, from within existing resources, the Focal Point for Women within the Secretariat effectively to monitor and facilitate progress in the implementation of the strategic plan;
- 10. Strongly encourages Member States to support the strategic plan and 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 to be shared with the Secretariat, specialized agencies and regional commissions;
- 11. Requests the Secretary-General further to develop comprehensive policy measures aimed at the prevention of sexual harassment in the Secretariat;
- 12. Also requests the Secretary-General to ensure that a progress report on the status of women in the Secretariat containing, inter alia, information on activities undertaken towards the achievement of the goals and objectives contained in the strategic plan and policy measures aimed at the prevention of sexual harassment in the Secretariat, is presented to the Commission on the Status of Women at its thirty-ninth session, in accordance with the relevant rules on the delivery timetable for documentation, and to the General Assembly at its fiftieth session.

* * *

38. The Third Committee also recommends to the General Assembly the adoption of the following draft decisions:

DRAFT DECISION I

Consideration of the request for the revision of article 20, paragraph 1, of the Convention on the Elimination of All Forms of Discrimination against Women

The General Assembly,

Aware that the Governments of Denmark, Finland, Iceland, Norway and Sweden have made a written request $\underline{56}$ / for the revision of article 20, paragraph 1, of the Convention on the Elimination of All Forms of Discrimination against Women $\underline{57}$ / by replacing the words "normally meet for a period of not more than two weeks annually in order" by the words "meet annually for a period necessary", and having noted that article 26 of the Convention stipulates that the General Assembly shall decide upon the steps, if any, to be taken in respect of such a request, decides:

- (a) To request the States parties to the Convention to consider the request for a revision of article 20, paragraph 1, at a meeting to be convened in 1995;
- (b) To request the meeting of States parties to limit the scope of any revision of the Convention to article 20, paragraph 1, of the Convention.

DRAFT DECISION II

Documents considered by the General Assembly in connection with the question of the advancement of women

The General Assembly takes note of the following documents:

- (a) Report of the Secretary-General on preparations for the Fourth World Conference on Women: Action for Equality, Development and Peace; 58/
- (b) Report of the Secretary-General on violence against women migrant workers. 59/

^{56/} A/C.3/49/26.

^{57/} Resolution 34/180, annex.

^{58/} A/49/327 and Corr.1.

^{59/} A/49/354.