

Recalling also General Assembly resolutions 35/140 of 11 December 1980, 36/131 of 14 December 1981, 37/64 of 3 December 1982, 38/18 of 22 November 1983 and 38/109 of 16 December 1983, and Council resolution 1983/1 of 17 May 1983,

Having taken note of the report of the Committee on the Elimination of Discrimination against Women on its first session,<sup>16</sup>

1. *Notes with appreciation* the increasing number of Member States that have ratified or acceded to the Convention on the Elimination of All Forms of Discrimination against Women;

2. *Expresses its grave concern* about continuing discrimination against women and infringement of their rights in a number of States;

3. *Urges* all States that have not yet ratified or acceded to the Convention to do so as soon as possible, taking into account the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, to be held in 1985;

4. *Welcomes* the fact that the Committee on the Elimination of Discrimination against Women began its work successfully and, in particular, adopted at its second session general guidelines regarding the form and content of reports received from States parties under article 18 of the Convention;<sup>17</sup>

5. *Decides* to include in the agenda of the thirty-first session of the Commission on the Status of Women the question of the Convention on the Elimination of All Forms of Discrimination against Women.

19th plenary meeting  
24 May 1984

#### 1984/11. Equal opportunity for women employed in the United Nations system

*The Economic and Social Council,*

*Bearing in mind* the long-standing commitment of the United Nations to the equal rights of women and men as expressed in the Preamble to the Charter of the United Nations and in the Convention on the Elimination of All Forms of Discrimination against Women<sup>18</sup> and, in particular, Article 8 of the Charter of the United Nations on the eligibility of men and women to participate in any capacity and under conditions of equality in the work of the Organization,

*Concerned* by the lack of progress towards increasing the proportion of women in the Secretariat, in particular the failure to reach by 1982 the target of 25 per cent of the total number of women in posts subject to geographical distribution which was set by the General Assembly in section III of resolution 33/143 of 20 December 1978,

*Keeping in mind* that the 25 per cent target should not be viewed as a limit on the number of women employed, and paying particular attention to those

areas of the United Nations system where compliance with General Assembly resolution 33/143 has lagged,

*Reaffirming* section III of General Assembly resolution 33/143, section V of Assembly resolution 35/210 of 17 December 1980 and Assembly resolutions 37/235 B of 21 December 1982 and 38/231 of 20 December 1983, as well as resolution 24 of the World Conference of the United Nations Decade for Women: Equality, Development and Peace,<sup>19</sup> in which the Conference, *inter alia*, called upon the Secretary-General and the heads of the specialized agencies and other United Nations bodies to end all forms of discrimination based upon sex in the recruitment, promotion and training of women and to increase the proportion of women employed, particularly at the senior levels,

1. *Requests* the Secretary-General to implement the relevant recommendations of the General Assembly and the Joint Inspection Unit and, in particular, to promote the recruitment and hiring of women in Secretariat Professional posts at middle and high levels, whether as permanent, temporary or fixed-term appointees, or as experts and consultants;

2. *Calls upon* Member States to include the names of qualified women in lists of candidates nominated for appointment to advertised United Nations posts;

3. *Requests* the Commission on the Status of Women to consider at its thirty-first session strategies for the achievement of equal employment opportunities for women in the United Nations system on the basis of the reports prepared by the Joint Inspection Unit on the status of women in the Professional category and above and of any other relevant reports;

4. *Requests* the Secretary-General to invite, through the Administrative Committee on Coordination, organizations within the United Nations system to provide information to the Commission on the Status of Women at its thirty-first session on measures taken and results achieved in pursuit of equal opportunity for women within their organizations.

19th plenary meeting  
24 May 1984

#### 1984/12. Concerns of women within the United Nations system

*The Economic and Social Council,*

*Recalling* the terms of reference of the Commission on the Status of Women set forth in Economic and Social Council resolution 48 (IV) of 29 March 1947,

*Noting* that, in the programme budget for the biennium 1984-1985, women are listed as only one of several specific population groups that are disadvantaged,<sup>20</sup>

<sup>16</sup> Official Records of the General Assembly, Thirty-eighth Session, Supplement No. 45 (A/38/45).

<sup>17</sup> CEDAW/C.7.

<sup>18</sup> General Assembly resolution 34/180, annex.

<sup>19</sup> See Report of the World Conference of the United Nations Decade for Women: Equality, Development and Peace, Copenhagen, 14-30 July 1980 (United Nations publication, Sales No. E.80.IV.3 and corrigendum), chap. I, sect. B.

<sup>20</sup> See Official Records of the General Assembly, Thirty-eighth Session, Supplement No. 6 (A/38/6), vol. I, sect. 6.B.4.