

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,¹⁶

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;¹⁷

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 Women¹⁸ 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,¹⁹ 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,²⁰

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

¹⁷ CEDAW/C.7.

¹⁸ General Assembly resolution 34/180, annex.

¹⁹ 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.

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

Reaffirming the central but not exclusive role of the Commission on the Status of Women within the United Nations in considering matters relating to the achievement of the objectives of the United Nations Decade for Women: Equality, Development and Peace,

Reaffirming that within the United Nations system the Branch for the Advancement of Women of the Centre for Social Development and Humanitarian Affairs of the Department of International Economic and Social Affairs of the Secretariat remains the focal point for co-ordination, consultation, promotion and advice on matters relevant to women,

Recognizing that planning for, as well as monitoring of, efforts is essential to advancing the status of women within the United Nations system,

Recognizing also the efforts made by the specialized agencies to integrate women into their ongoing programmes, especially into the establishment of cross-sectoral mechanisms,

Concerned about the need to strengthen and go beyond the present integrated reporting system,

Deeply concerned that international efforts on behalf of women should keep pace with the heightened national efforts to concentrate on more effective national machineries and resources to ensure the integration of women into all stages of planning, monitoring and development activities,

1. *Requests* the Secretary-General to examine the ways in which the needs and concerns of women can be integrated into all planning and programme activities of the United Nations system and the implications of so doing, and to report the findings of such an examination to the Commission on the Status of Women at its thirty-first session;

2. *Also requests* the Secretary-General to provide in the programme budget for the biennium 1986-1987 and the revised medium-term plan for the period 1984-1989 for a special financial component, within existing overall budgetary resources, that will reflect the need for ongoing analysis of the impact of programmes on the advancement of women.

3. *Recommends* the General Assembly to request the specialized agencies to ensure continued co-operation and co-ordination with the Commission on the Status of Women beyond 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, in order to achieve the goals of the Decade;

4. *Requests* the Secretary-General to report to the Commission on the Status of Women at each session on all significant developments pertaining to the advancement of women within the United Nations system that have occurred since the previous session.

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1984/13. Question of elderly women

The Economic and Social Council,

Recalling the important conclusions and recommendations of the International Plan of Action on

Aging adopted by the World Assembly on Aging,²¹ in particular paragraphs 11, 20 (b) and (c), 25 (m), 31 (g), 45, 66 (recommendations 25 and 26), 67 (recommendations 27, 28 and 29), 72 (recommendation 36 (c)) and 89, concerning elderly women,

Reaffirming General Assembly resolution 38/27 of 22 November 1983, in which the Assembly recognized that women had a longer life expectancy than men and that they would increasingly constitute a majority of the elderly population of the world,

Reaffirming resolution 4 of the World Conference of the United Nations Decade for Women: Equality, Development and Peace,²² in which the Conference emphasized that the increase in the life expectancy of women had not been dealt with comprehensively,

Appreciating that at the World Assembly on Aging special attention was given to the problems faced by some elderly women, namely, income security, education, employment, housing, health and community support services and absence of social contacts,

Believing that more data on the situation of the aging should be collected, specifically to determine the needs of elderly women and to formulate appropriate solutions,

Recalling the request made by the World Conference of the United Nations Decade for Women: Equality, Development and Peace in its resolution 4 that such data should be submitted to Member States participating in the Conference and to the Commission on the Status of Women,²²

1. *Requests* the Secretary-General to prepare, within existing budgetary resources and in accordance with the established priorities of the work of the Commission on the Status of Women, an information report on the status and situation of elderly women in their societies, their social, health and economic needs, and their entitlements as compared to those of men, comparing single, divorced and married women and widows on the basis of reports, discussions and recommendations, in particular those of the World Assembly on Aging;

2. *Further requests* the Secretary-General to submit that report to the Commission on the Status of Women at its thirty-first session with a view to recommending necessary action relating to the plight of elderly women throughout the world;

3. *Decides* to include the question of elderly women under the appropriate item of the agenda of the thirty-first session of the Commission on the Status of Women.

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²¹ See *Report of the World Assembly on Aging, Vienna, 26 July-6 August 1982* (United Nations publication, Sales No. E.82.I.16), chap. VI, sect. A.

²² 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.