

of violence against women in their programmes, as appropriate.

#### Article 5

The organs and specialized agencies of the United Nations system should, within their respective fields of competence, contribute to the recognition and realization of the rights and the principles set forth in the present Declaration and, to this end, should, *inter alia*:

(a) Foster international and regional cooperation with a view to defining regional strategies for combating violence, exchanging experiences and financing programmes relating to the elimination of violence against women;

(b) Promote meetings and seminars with the aim of creating and raising awareness among all persons of the issue of the elimination of violence against women;

(c) Foster coordination and exchange within the United Nations system between human rights treaty bodies to address the issue of violence against women effectively;

(d) Include in analyses prepared by organizations and bodies of the United Nations system of social trends and problems, such as the periodic reports on the world social situation, examination of trends in violence against women;

(e) Encourage coordination between organizations and bodies of the United Nations system to incorporate the issue of violence against women into ongoing programmes, especially with reference to groups of women particularly vulnerable to violence;

(f) Promote the formulation of guidelines or manuals relating to violence against women, taking into account the measures referred to in the present Declaration;

(g) Consider the issue of the elimination of violence against women, as appropriate, in fulfilling their mandates with respect to the implementation of human rights instruments;

(h) Cooperate with non-governmental organizations in addressing the issue of violence against women.

#### Article 6

Nothing in the present Declaration shall affect any provision that is more conducive to the elimination of violence against women that may be contained in the legislation of a State or in any international convention, treaty or other instrument in force in a State.

85th plenary meeting  
20 December 1993

**48/105. International Research and Training Institute for the Advancement of Women**

*The General Assembly,*

Recalling its resolution 46/99 of 16 December 1991 and taking note of Economic and Social Council resolution 1993/17 of 27 July 1993,

*Taking note of the report of the International Research and Training Institute for the Advancement of Women on its activities,*<sup>83</sup>

*Stressing the need for independent research to ensure that policy-making and project implementation address issues and emerging areas of concern to women, and the role of the Institute therein,*

*Reaffirming the unique and specific role of the Institute in the areas of research and training that can facilitate the systematic inclusion of women as partners in development programmes and projects,*

*Recognizing the important role that the Institute could play in the substantive preparations for the Fourth World Conference on Women: Action for Equality, Development and Peace, to be held in 1995,*

*Convinced that sustainable development cannot be achieved without the full participation of women,*

1. *Expresses its satisfaction with the report of the International Research and Training Institute for the Advancement of Women on its activities;*

2. *Commends the Institute for its efforts to focus on problems that constitute barriers to improving the status of women and thus impede overall development and progress;*

3. *Urges the Institute 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 valuating their contribution to social and economic development as important means of empowering women and improving their status;*

4. *Requests the Institute to assist with the substantive preparations for the Fourth World Conference on Women: Action for Equality, Development and Peace, given its key role in the areas of research and training and its expertise in gender statistics;*

5. *Emphasizes 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 stresses the importance of making its research findings available for policy purposes and for operational activities;*

6. *Expresses its appreciation for the continuing efforts of the Institute to strengthen its programmatic linkages with other United Nations organizations, including the regional commissions, governmental and non-governmental organizations, research institutes and other organizations and groups, thereby broadening the scope of its operations, making optimum use of its limited financial resources and attaining a greater outreach and impact of its work;*

7. *Expresses its appreciation also to those Governments and organizations which have contributed to or supported the activities of the Institute;*

8. *Invites States and intergovernmental and non-governmental organizations to contribute to the United Nations Trust Fund for the International Research and Training Institute for*

the Advancement of Women so that the Institute can fulfil its mandate and ensure the full participation and proper recognition of women in society;

9. *Requests* the Secretary-General to submit to the General Assembly at its fiftieth session a report on the activities of the International Research and Training Institute for the Advancement of Women, including a detailed description of its administrative and institutional status, under the item entitled "Advancement of women".

85th plenary meeting  
20 December 1993

**48/106. 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,<sup>76</sup> 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,

*Taking note* of the progress report of the Secretary-General,<sup>84</sup>

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

*Noting with concern* that the current rate of increase in the appointment of women is insufficient to achieve the objective of a 35 per cent participation rate of women in posts subject to geographical distribution by 1995,

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

*Also noting with concern* that the participation rate of women in posts at the D-1 level and above remains unreasonably low, although some welcome improvements have been made,

*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,<sup>85</sup>

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

*Welcoming* the commitment of the Secretary-General, expressed in his statement to the Fifth Committee of the General Assembly on 6 November 1992, to bringing the balance in policy-level positions as close to fifty-fifty as possible,<sup>86</sup> and his commitment, expressed in his message on the occasion of International Women's Day, 1993, to see that the number of women in Professional posts in the Secretariat reflects the world population as a whole by the fiftieth anniversary of the United Nations in 1995,<sup>87</sup>

*Welcoming also* the development by the Secretary-General of a plan of action for 1993 and 1994 to improve the status of women in the Secretariat by 1995,<sup>88</sup>

1. *Urges* the Secretary-General to implement fully the plan of action to improve the status of women in the Secretariat by 1995, noting that his visible commitment is essential to the achievement of the targets set by the General Assembly;

2. *Also urges* 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 job-sharing, flexible working hours, child-care arrangements, career break schemes and access to training;

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

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

5. *Calls on* the Secretary-General to strengthen, from within existing resources, the focal point for women within the Secretariat to ensure authority of enforcement and responsibility of accountability and to enable it more effectively to monitor and facilitate progress in the 1995 action programme;

6. *Urges* 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;

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