

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".

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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,⁷⁶ 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,⁸⁴

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,⁸⁵

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,⁸⁶ 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 1995,⁸⁷

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 1995,⁸⁸

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;

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

9. *Also requests* the Secretary-General to ensure that a progress report on the status of women in the Secretariat containing, *inter alia*, 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-eighth session, in accordance with the relevant rules on the delivery timetable for documentation, and to the General Assembly at its forty-ninth session.

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48/107. United Nations Development Fund for Women

The General Assembly,

Recalling its resolution 39/125 of 14 December 1984, by which it decided to establish the United Nations Development Fund for Women as a separate and identifiable entity in autonomous association with the United Nations Development Programme,

Reaffirming the catalytic role of the Fund in increasing opportunities and options for women in developing countries to participate more effectively in the development of their countries, in line with national priorities.

Recognizing the important contribution the Fund continues to make in galvanizing efforts of the organizations of the United Nations system, as well as other intergovernmental and non-governmental organizations, to formulate and support innovative activities that directly benefit and empower women,

Recognizing also the initiatives of the Fund to provide technical assistance to national machineries for issues related to women and to other relevant line ministries in development planning with sensitivity to gender considerations, and to facilitate national preparatory activities for the Fourth World Conference on Women: Action for Equality, Development and Peace, to be held in 1995,

Emphasizing the position of the Fund as a specialized resource base for development cooperation linking the needs and aspirations of women with resources, programmes and policies for their economic development,

Noting the focused and responsive interventions of the Fund within its regional priority framework and its overall strategic approach to women in development,

1. *Takes note* of the note by the Secretary-General⁸⁹ transmitting the annual report of the Administrator of the United Nations Development Programme on the activities of the United Nations Development Fund for Women;

2. *Commends* the Fund for its support of catalytic and innovative projects that strengthen national capacity to improve the situation of women;

3. *Encourages* the Fund to continue to promote initiatives that incorporate the dimension of women in the agendas of the mainstream development efforts of Governments, United

Nations organizations, non-governmental organizations and the private sector;

4. *Also encourages* the Fund to continue its support of initiatives regarding women in politics, especially within the democratization process in developing countries;

5. *Welcomes* the advocacy initiatives of the Fund, including its contribution to and participation in the follow-up to Agenda 21,⁹⁰ adopted by the United Nations Conference on Environment and Development, and of the Vienna Declaration and Programme of Action,⁶ adopted by the World Conference on Human Rights, in particular with respect to efforts to combat violence against women;

6. *Also welcomes* the appointment of an adviser from the United Nations Development Fund for Women to the Department of Humanitarian Affairs of the Secretariat;

7. *Commends* the Fund for its recent signing of a memorandum of understanding with the Office of the United Nations High Commissioner for Refugees, which should contribute to the development of meaningful and lasting solutions to the problem of refugee women and children;

8. *Endorses* the role of the Fund in promoting the strategic importance of the empowerment of women;

9. *Commends* the Fund's initiative to assist developing countries in their preparations for the Fourth World Conference on Women: Action for Equality, Development and Peace, including the preparation of national reports;

10. *Stresses* the importance of the role of the Fund in the preparations for the International Conference on Population and Development and the World Summit for Social Development, the results of which should constitute a major contribution to the Fourth World Conference on Women;

11. *Notes with satisfaction* the steady increase in contributions to the Fund, and urges Governments and public and private donors to continue to extend their support to the Fund through voluntary contributions and pledges to its programmes;

12. *Welcomes* the establishment of new national committees for the Fund in Canada, Liechtenstein and Switzerland, and urges other developed countries to encourage the establishment of national committees;

13. *Stresses* the importance of the work of the Consultative Committee on the United Nations Development Fund for Women in policy and programme directions related to the activities of the Fund;

14. *Requests* the Secretary-General to transmit to the General Assembly at its forty-ninth session a report on the activities of the United Nations Development Fund for Women, to be submitted in accordance with its resolution 39/125.

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48/108. 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