

Noting the emphasis placed by the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, on the ratification of and accession to the Convention,

Having considered the report of the Committee on the Elimination of Discrimination against Women on its ninth session,<sup>146</sup>

Noting that the Committee agreed, in examining reports, to take due account of the different cultural and socio-economic systems of States parties to the Convention,

Recalling that, in 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 resolution 44/73 of 8 December 1989 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,

Welcoming the general recommendations of the Committee contained in its reports on its seventh,<sup>147</sup> eighth<sup>148</sup> and ninth sessions,<sup>149</sup>

1. Welcomes the ratification of or accession to the Convention on the Elimination of All Forms of Discrimination against Women by an increasing number of Member States;

2. Urges all States that have not yet ratified or acceded to the Convention to do so as soon as possible;

3. Emphasizes the importance of the strictest compliance by States parties with their obligations under the Convention;

4. Takes note of the report of the Secretary-General<sup>150</sup> and requests him to submit annually to the General Assembly a report on the status of the Convention;

5. Also takes note of the report of the Committee on the Elimination of Discrimination against Women on its ninth session;

6. Invites 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 co-operate fully with the Committee in the presentation of their reports;

7. Welcomes the efforts made by the Committee to rationalize its procedures and expedite the consideration of periodic reports and to develop procedures and guidelines for the consideration of second and subsequent periodic reports, and strongly encourages the Committee to continue those efforts;

8. Welcomes also, in accordance with the Committee's general recommendation No. 11,<sup>148</sup> 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;

9. Recognizes the special relevance of the periodic reports of States parties to the Convention to the efforts of the Commission on the Status of Women to review and appraise the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women in those countries;

10. Requests the Secretary-General to continue his efforts to provide secretariat staff, including legal staff expert in human rights treaty implementation, and technical resources for the effective performance by the Committee of its functions;

11. Strongly supports 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;

12. Requests the Secretary-General to undertake a comprehensive review of the resources available and necessary to ensure adequate support to the Committee and to the effective implementation of all other aspects of the programme on the advancement of women, and to report thereon to the General Assembly at its forty-sixth session;

13. Welcomes the establishment of a pre-session working group of the Committee to consider second and subsequent periodic reports, which should greatly expedite the work of the Committee, and urges that this practice be continued, within the regular budget allocation;

14. Requests the Secretary-General to continue to provide for, facilitate and encourage, within existing resources, the dissemination of information relating to the Committee, its recommendations, the Convention and the concept of legal literacy, taking into account the Committee's own recommendations to that end;

15. Recommends that sessions 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;

16. Requests the Secretary-General to submit to the General Assembly at its forty-sixth session a report on the implementation of the present resolution, and to transmit the report to the Commission on the Status of Women at its thirty-sixth session.

68th plenary meeting  
14 December 1990

#### 45/125. Improvement of the status of women in the Secretariat

*The General Assembly,*

Recalling Articles 1, 8, 97 and 101 of the Charter of the United Nations,

Recalling also its resolution 2715 (XXV) of 15 December 1970, in which it first addressed the question of the employment of women in the Professional category,

<sup>146</sup> Official Records of the General Assembly, Forty-fifth Session, Supplement No. 38 and corrigendum (A/45/38 and Corr.1).

<sup>147</sup> *Ibid.*, Forty-third Session, Supplement No. 38 (A/43/38), sect. V.

<sup>148</sup> *Ibid.*, Forty-fourth Session, Supplement No. 38 (A/44/38), sect. V.

<sup>149</sup> *Ibid.*, Forty-fifth Session, Supplement No. 38 and corrigendum (A/45/38 and Corr.1), sect. IV.

<sup>150</sup> A/45/426.

and all relevant resolutions that have continued to focus on this area since then,

*Recalling further* the report of the Secretary-General of 8 November 1985 on the improvement of the status of women in the Secretariat,<sup>151</sup> which was submitted pursuant to General Assembly resolution 39/245 of 18 December 1984,

*Recalling* the relevant paragraphs of the Nairobi Forward-looking Strategies for the Advancement of Women,<sup>14</sup> in particular paragraphs 315, 356 and 358 thereof,

*Recalling also* the recommendations for action contained in the fourth report, of 30 June 1988, of the Steering Committee for the Improvement of the Status of Women in the Secretariat,<sup>152</sup> and realizing that they have not all been implemented,

*Noting* that the Steering Committee has resumed its work and will soon be submitting a report with recommendations to the Secretary-General,

*Noting also* that the Office of Human Resources Management of the Secretariat has implemented some special emergency measures pursuant to fulfilling the mandate found in paragraph 27 of the report of the Secretary-General of 8 November 1985 and subsequent resolutions on this topic,

*Noting with appreciation* that the report of the Secretary-General of 1 October 1990 on the improvement of the status of women in the Secretariat<sup>153</sup> was submitted also under the item entitled "Forward-looking strategies for the advancement of women to the year 2000",

*Noting with concern* that, although there has been a slight increase in the percentage of women in the Secretariat, women still constitute less than 30 per cent of the Professional staff and that there has been a decrease in the number of women at the level of Assistant Secretary-General and above in the past twelve months,

*Taking note* of Economic and Social Council resolution 1990/3 of 24 May 1990,

1. *Urges* the Secretary-General to continue, in accordance with the Charter of the United Nations, all possible efforts to increase the number of women employed throughout the United Nations system, particularly in senior policy-level and decision-making posts, and particularly from the developing countries in view of the small proportion of women from these countries in such posts, in order to achieve an overall participation rate of 30 per cent by the end of 1990 and 35 per cent by 1995, with due regard to equitable geographical distribution, in accordance with the report of the Secretary-General of 8 November 1985,<sup>151</sup> all relevant subsequent resolutions and the proposed medium-term plan for the period 1992-1997;<sup>154</sup>

2. *Requests* Member States to continue to support the efforts of the United Nations, the specialized agencies and the regional commissions to increase the percentage of women in the Professional category and above by, *inter alia*, nominating more women candidates, especially for senior policy-level and decision-

making posts, by encouraging women to apply for vacant posts and by creating national rosters of women candidates to be shared with the Secretariat, the governing bodies of the specialized agencies and the regional commissions;

3. *Requests* the Secretary-General to continue to address the unfulfilled points of the action programme for the improvement of the status of women in the Secretariat,<sup>155</sup> which aims at the creation of a framework for the advancement of women as an integrated component of the United Nations policy-making process, and by so doing to fulfil the goal of the action programme to secure and maintain the attitudinal changes and the management commitment required for the full participation of women in the work of the Secretariat under conditions of equality;

4. *Also requests* the Secretary-General to include in his report to be submitted to the General Assembly and the Commission on the Status of Women an action programme for the advancement of women in the Secretariat for the period 1991-1995, further to the request made in paragraph 5 of its resolution 44/75 of 8 December 1989, which should also include a comprehensive evaluation and analysis by the Secretariat of the main obstacles to the improvement of the status of women in the Secretariat and should propose solutions to overcome those obstacles;

5. *Further requests* the Secretary-General, within existing resources, to ensure that adequate machinery, with the authority of enforcement and the responsibility of accountability, and including a senior-level official devoted to implementation of the action programme, is maintained and, to the extent possible, strengthened during the course of the programme for the period 1991-1995;

6. *Requests* the Secretary-General to ensure that his annual report on progress achieved and future strategies to implement action programmes on the status of women in the Secretariat and the relevant mandates adopted by the General Assembly and the Economic and Social Council and the recommendations of the Steering Committee for the Improvement of the Status of Women in the Secretariat are submitted to the Commission on the Status of Women at its thirty-fifth session and to the General Assembly at its forty-sixth session for consideration under the item entitled "Forward-looking strategies for the advancement of women to the year 2000".

68th plenary meeting  
14 December 1990

#### 45/126. Women and literacy

*The General Assembly,*

*Recalling* that in the Universal Declaration of Human Rights<sup>5</sup> and the International Covenant on Economic, Social and Cultural Rights<sup>33</sup> the inalienable right of every individual to education is recognized,

*Recalling also* the special references to and recommendations on women's needs in relation to literacy, education and training contained in paragraphs 163 to

<sup>151</sup> A/C.5/40/30.

<sup>152</sup> See A/C.5/43/14, annex I.

<sup>153</sup> A/45/548.

<sup>154</sup> See *Official Records of the General Assembly, Forty-fifth Session, Supplement No. 6 (A/45/6/Rev.1)*.

<sup>155</sup> A/C.5/40/30, sect. III.B.