

11. *Requests* treaty-monitoring bodies and calls upon non-governmental organizations concerned with violence against women to include, where appropriate, the situation of women migrant workers in their deliberations and findings and to supply relevant information to United Nations bodies and Governments;

12. *Invites* the Special Rapporteur of the Commission on Human Rights on violence against women to continue to include among the urgent issues pertaining to her mandate the violence perpetrated against women migrant workers;

13. *Calls upon* relevant intergovernmental bodies, specialized agencies and non-governmental organizations concerned, in cooperation with both the sending and the host countries, to conduct seminars and training programmes on human rights instruments, particularly those pertaining to migrant workers;

14. *Invites* all States to adopt, with the support of relevant non-governmental organizations, appropriate measures to provide support services to women migrant workers who have become traumatized as a consequence of violation of their rights by, *inter alia*, unscrupulous employers and/or recruiters, to provide resources for their physical and psychological rehabilitation and to facilitate their return to their countries of origin;

15. *Invites* the World Summit for Social Development, the Fourth World Conference on Women: Action for Equality, Development and Peace and the Ninth United Nations Congress on the Prevention of Crime and the Treatment of Offenders to consider including in their respective programmes of action the subject of the traffic in women and girls, as well as youth;

16. *Requests* the Secretary-General to report to the General Assembly at its fiftieth session on the implementation of the present resolution, including, in particular, on the report of the Special Rapporteur on violence against women.

94th plenary meeting
23 December 1994

49/166. Traffic in women and girls

The General Assembly,

Reaffirming its faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women, enshrined in the Charter of the United Nations,

Reaffirming also the principles set forth in the Universal Declaration of Human Rights,⁷⁵ the Convention on the Elimination of All Forms of Discrimination against Women,⁶⁸ the International Covenants on Human Rights,¹⁷ the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment,⁷⁵ the Convention on the Rights of the Child,⁴⁴ and the Declaration on the Elimination of Violence against Women,⁷⁶

Recalling that the Vienna Declaration and Programme of Action, adopted by the World Conference on Human Rights on 25 June 1993,³ affirmed the human rights of women and the girl child as an inalienable, integral and indivisible part of universal human rights,

Convinced of the need to eliminate all forms of sexual violence and sexual trafficking, which are violations of the human rights of women and girl children,

Condemning the illicit and clandestine movement of persons across national and international borders, largely from developing countries and some countries with economies in transition, with the end goal of forcing women and girl children into sexually or

economically oppressive and exploitative situations for the profit of recruiters, traffickers and crime syndicates, as well as other illegal activities related to trafficking, such as forced domestic labour, false marriages, clandestine employment and false adoption,

Noting the increasing number of women and girl children from developing countries and from some countries with economies in transition who are being victimized by traffickers, and acknowledging that the problem of trafficking also victimizes young boys,

Noting that the Commission on Human Rights, in its resolution 1994/45 of 4 March 1994,³² called for the elimination of trafficking in women,

Aware of the decision of the Commission on Crime Prevention and Criminal Justice, in its resolution 3/2 of 6 May 1994,⁷⁷ to consider the international traffic in minors at its fourth session in the context of its discussion on the question of organized transnational crime,

Realizing the urgent need for the adoption of effective measures nationally, regionally and internationally to protect women and girl children from this nefarious traffic,

1. *Expresses its grave concern* over the worsening problem of trafficking, particularly the increasing syndication of the sex trade and the internationalization of the traffic in women and girl children;

2. *Welcomes* the Programme of Action of the International Conference on Population and Development,⁴² held at Cairo from 5 to 13 September 1994, which, *inter alia*, called upon all Governments to prevent all international trafficking in migrants, especially for the purpose of prostitution, and for the adoption by Governments of both receiving countries and countries of origin, of effective sanctions against those who organize undocumented migration, exploit undocumented migrants or engage in trafficking in undocumented migrants, especially those who engage in any form of international traffic of women and girl children;

3. *Encourages* Governments, relevant bodies and specialized agencies of the United Nations system, intergovernmental organizations and non-governmental organizations to gather and share information relative to all aspects of trafficking in women and girl children to facilitate the development of anti-trafficking measures;

4. *Urges* Governments to take appropriate measures to address the problem of trafficking in women and girl children and to ensure that the victims are provided with the necessary assistance, support, legal advice, protection, treatment and rehabilitation, and urges Governments to cooperate in this matter;

5. *Calls upon* all Governments to take appropriate measures to prevent the misuse and exploitation by traffickers of economic activities, such as the development of tourism and the export of labour;

6. *Encourages* Member States to consider signing and ratifying or acceding to the Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others,⁷⁸ the Slavery Convention, as amended,⁷⁹ and all other relevant international instruments;

7. *Invites* Governments concerned and relevant intergovernmental and non-governmental organizations to adopt

⁷⁵ Official Records of the Economic and Social Council, 1994, Supplement No. 11 (E/1994/31), chap. I, sect. C.

⁷⁸ Resolution 317 (IV), annex.

⁷⁹ United Nations, *Treaty Series*, vol. 212, No. 2861.

⁷⁵ Resolution 39/46, annex.

⁷⁶ Resolution 48/104.

appropriate measures to create a better public awareness of the problem;

8. *Draws the attention* of the Special Rapporteur of the Commission on Human Rights on violence against women and the Working Group on Contemporary Forms of Slavery of the Subcommission on Prevention of Discrimination and Protection of Minorities to the problem of trafficking in women and girl children;

9. *Invites* the World Summit for Social Development, the Fourth World Conference on Women: Action for Equality, Development and Peace and the Ninth United Nations Congress on the Prevention of Crime and the Treatment of Offenders to consider including in their respective programmes of action the subject of the traffic in women and girl children;

10. *Recommends* that the problem of trafficking in women and girl children be given consideration within the implementation of all relevant international legal instruments and, if need be, that consideration be given to measures to strengthen them, without undermining their legal authority and integrity;

11. *Requests* the Secretary-General to submit to the General Assembly at its fiftieth session, under the item entitled "Advancement of women", a preliminary report on the implementation of the present resolution.

94th plenary meeting
23 December 1994

49/167. 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,⁵⁷ 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,

Concerned at the serious and continuing underrepresentation of women in the Secretariat, particularly at the higher decision-making levels,

Convinced that the improvement of the status of women in the Secretariat could significantly enhance the effectiveness and credibility of the United Nations, including its leadership role in advancing the status of women worldwide and in promoting the full participation of women in all aspects of decision-making,

Recalling the goal set in its resolutions 45/125 of 14 December 1990 and 45/239 C of 21 December 1990, which was reaffirmed in its resolutions 46/100 of 16 December 1991, 47/93 of 16 December 1992 and 48/106 of 20 December 1993, 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 may not be sufficient to achieve the

objective of a 35 per cent participation rate of women in posts subject to geographical distribution by 1995,

Recalling the goal set in its resolution 45/239 C, which was reaffirmed in its resolutions 46/100, 47/93 and 48/106, of a 25 per cent participation rate of women in posts at the D-1 level and above by 1995,

Noting with disappointment that the participation rate of women in posts at the D-1 level and above remains unacceptably low and well below the 25 per cent goal,

Noting the efforts made in the past year by the Secretary-General and the Office of Human Resources Management to integrate the objectives set by the General Assembly for the improvement of the status of women in the Secretariat into the overall strategy for the management of the Organization's human resources, and noting also that such a comprehensive approach will be conducive to enhancing the status of women in the Secretariat,

Recognizing the importance of providing equal employment opportunities for all staff,

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,⁸⁰

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

1. *Welcomes* the report of the Secretary-General;⁸¹

2. *Takes note* of the strategic plan of action for the improvement of the status of women in the Secretariat (1995-2000) contained in section IV of the report, and the goals and objectives of the strategic plan as proposed by the Secretary-General;

3. *Urges* the Secretary-General to implement fully the strategic plan, noting that his visible commitment is essential to the achievement of the targets set by the General Assembly and the goals and objectives contained in the strategic plan;

4. *Welcomes* the Secretary-General's intention to ensure implementation of the strategic plan through, *inter alia*, the issuance of clear and specific instructions as to the authority and responsibility of all managers to implement the plan and the criteria by which performance will be appraised;

5. *Urges* the Secretary-General, in accordance with the Charter of the United Nations and consistent with the strategic plan, 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 and 45/239 C 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;

6. *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 spouse employment, job-sharing, flexible working hours, child-care arrangements, career-break schemes and access to training;

⁸⁰ ST/AI/379.

⁸¹ A/49/587 and Corr.1.