

household work with paid employment and social activities,

Aware that child-bearing should not be the cause of inequality and discrimination against women, and that child-rearing demands shared responsibilities among women, men and society as a whole,

Deeply appreciating the increasing participation of women in political, economic, social and cultural life and their contribution thereto,

1. *Appeals* to all Governments, international organizations and non-governmental organizations to recognize in their activities the importance of all interrelated aspects of the role of women in society — as mothers, as participants in economic development and as participants in public life — without underestimating any one of them;

2. *Encourages* such social and economic development that would secure the participation of women in all spheres of work, equal pay for work of equal value and equal opportunities for education and professional and vocational training, taking into consideration the necessity of combining all aspects of the role of women in society;

3. *Appeals* to Governments, international organizations and non-governmental organizations to promote the creation of conditions that would enable women to participate as equal partners with men in public and political life, in the decision-making process at all levels and in the management of different spheres of life in society;

4. *Appeals* to Governments to recognize the special status and social importance of motherhood and to take, in the context of their special abilities and conditions, all necessary measures to promote the protection of motherhood, including maternity leave with pay, and to provide security for their jobs as long as necessary, so as to allow women, if they so wish, to fulfil their role as mothers without prejudice to their professional and public activities;

5. *Also appeals* to Governments to promote the establishment of appropriate facilities for child-care and education of children as a means of combining motherhood with economic, political, social, cultural and other activities of women and thus to provide assistance to women in integrating fully into their societies;

6. *Recommends* to the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, to be held at Nairobi from 15 to 26 July 1985, that it take duly into account, in reviewing and appraising the achievements of the Decade and in formulating future policies in this field, all aspects of the role of women in society.

*101st plenary meeting
14 December 1984*

39/124. Participation of women in promoting international peace and co-operation

The General Assembly,

Reaffirming its resolution 37/63 of 3 December 1982, by which it proclaimed the Declaration on the Participation of Women in Promoting International Peace and Co-operation,

Recalling its resolution 38/105 of 16 December 1983, in which it requested the Commission on the Status of Women to consider what measures might be necessary in order to implement the Declaration,

Believing that further efforts are required to eliminate discrimination against women in all its forms and in every field of human endeavour,

Wishing to encourage the active participation of women in promoting international peace and security and co-operation,

Taking note of Economic and Social Council resolution 1984/16 of 24 May 1984, in which the Council took into account the fact that millions of women were still experiencing untold sufferings and violations of human dignity resulting from different forms and manifestations of colonialism, foreign domination, *apartheid* and racial discrimination,

Conscious of the need to implement the provisions of the Declaration,

1. *Pledges its determination* to encourage the full participation of women in the economic, social, cultural, civil and political affairs of society and in the endeavour to promote international peace and co-operation;

2. *Invites* all Governments to take the necessary measures to ensure wide publicity for the Declaration on the Participation of Women in Promoting International Peace and Co-operation and the implementation thereof;

3. *Requests* the Secretary-General to continue to take adequate steps to ensure that publicity is given to the Declaration;

4. *Invites* the United Nations Educational, Scientific and Cultural Organization, the International Labour Organisation, the World Health Organization and other appropriate bodies within the United Nations system to consider adequate measures to implement the Declaration;

5. *Requests* the Commission on the Status of Women, as the preparatory body for the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, to consider measures which may be necessary to implement the Declaration in the context of forward-looking strategies for the advancement of women for the period up to the year 2000;

6. *Decides* to consider the further implementation of the Declaration at its fortieth session, in the light of the report of the World Conference to be held at Nairobi from 15 to 26 July 1985, under the item entitled "United Nations Decade for Women: Equality, Development and Peace".

*101st plenary meeting
14 December 1984*

39/125. Arrangements for the future management of the Voluntary Fund for the United Nations Decade for Women

The General Assembly,

Recalling its resolution 31/133 of 16 December 1976, containing the criteria and arrangements for the management of the Voluntary Fund for the United Nations Decade for Women,

Recalling also its resolution 36/129 of 14 December 1981, in which it decided that the Fund should continue its activities beyond the United Nations Decade for Women: Equality, Development and Peace,

Stressing the urgency of determining at its current session the most effective arrangements for continuing the activities of the Fund beyond the Decade in view of the need for ensuring the long-term stability of the Fund,

Recalling further its resolution 38/106 of 16 December 1983, in which, *inter alia*, it decided that, when considering the reports of the Secretary-General on the future of the Fund, all possible options would be reviewed in depth,

Reaffirming that the Fund has a unique contribution to make to the achievement of the goals of the Third United Nations Development Decade, and even beyond it.

Recognizing the important actual and potential contribution by women to development, as evidenced in the forward-looking assessment of the activities assisted by the Fund and the crucial role of the Fund as a specialized resource base for development co-operation, and the need for continued assistance to activities directly benefiting women,

Considering, accordingly, that it is of paramount importance to establish a future organizational framework that will secure the ability of the Fund to act as a catalytic agent on the main United Nations development co-operation system,

Considering also the innovative and experimental activities of the Fund directed to strengthening both governmental and non-governmental institutional capacities to ensure access for women to development co-operation resources and their full participation at all levels in the development process,

Stressing that general questions of development and access of women to development resources have, as a common objective, to create conditions which will improve the quality of life for all,

Welcoming the completion of the forward-looking assessment of the activities assisted by the Fund and the findings and conclusions with regard to women and development and their implications for technical co-operation agencies and organizations,¹⁴⁵

Conscious of the highly specialized professional competence of the Fund in the area of development activities for women and the need for strengthening that competence,

Aware of the broad range of linkages of the Fund with national Governments, national women's groups, non-governmental organizations and women's research institutes, besides its close co-operation with United Nations development agencies, including the regional commissions,

Taking into consideration the moderate size of the Fund and its continued need to draw on the operational capacity of other agencies and, in this regard, expressing its appreciation to the United Nations Development Programme for its continuing technical and resource assistance to the Fund,

Expressing appreciation to the Department of International Economic and Social Affairs of the Secretariat and its Centre for Social Development and Humanitarian Affairs for their contribution to the work of the Fund during its initial operational years,

Taking note of the reports of the Consultative Committee on the Voluntary Fund for the United Nations Decade for Women on its fifteenth and sixteenth sessions, referred to in the report of the Secretary-General¹⁴⁶ prepared in accordance with General Assembly resolution 38/106,

Taking note also of the reports of the Secretary-General on the Fund,¹⁴⁷

1. *Decides* that the activities of the Voluntary Fund for the United Nations Decade for Women shall be continued through establishment of a separate and identifiable entity in autonomous association with the United Nations Development Programme, which will play an innovative and catalytic role in relation to the United Nations overall system of development co-operation;

2. *Endorses* the modalities for the arrangements between the Fund and the United Nations Development Programme for the future management of the Fund, as contained in the annex to the present resolution, and decides that these arrangements shall enter into force at the latest on 1 January 1986;

3. *Reaffirms* the criteria laid down in its resolution 31/133 on the use of the resources of the Fund and the guidelines established on the advice of the Consultative Committee on the Voluntary Fund for the United Nations Decade for Women, emphasizing the use of these resources for technical co-operation benefiting women;

4. *Requests* the Consultative Committee at its seventeenth session, to be held from 25 to 29 March 1985, to propose an appropriate future title for the Fund;

5. *Stresses* the need for close and continuous working relationships between the Fund and the bodies, organs and organizations of the United Nations system concerned with women's issues and development co-operation, in particular with the Department of International Economic and Social Affairs of the Secretariat and its Centre for Social Development and Humanitarian Affairs;

6. *Expresses its appreciation* for the contributions to the Fund made by Governments and non-governmental organizations, which have a vital role to play in maintaining and increasing the financial viability of the Fund and the effectiveness of its work;

7. *Notes with concern* that contributions to the Fund have not been sufficient to enable it to respond to all the deserving requests for technical assistance that it has received;

8. *Urges*, accordingly, Governments to continue and, where possible, to increase their contributions to the Fund, and calls upon those Governments that have not yet done so to consider contributing to the Fund;

9. *Requests* the Secretary-General, after consultation with the Consultative Committee at its seventeenth session, to report to the General Assembly at its fortieth session on the arrangements he has made with the Administrator of the United Nations Development Programme for the future of the Fund;

10. *Requests* that the Consultative Committee monitor the process of implementing the arrangements for the management of the Fund contained in the annex to the present resolution and that the Committee's views on this matter be reflected fully in the annual report on the Fund to the General Assembly, particularly in its initial years.

*101st plenary meeting
14 December 1984*

ANNEX

Arrangements for the management of the United Nations Development Fund for Women

1. The United Nations Development Fund for Women (UNIFEM), hereinafter referred to as "the Fund", is hereby established as a separate and identifiable entity in autonomous association with the United Nations Development Programme. The Administrator of the United Nations Development Programme, hereinafter referred to as "the Administrator", shall be accountable for all aspects of the management and operations of the Fund. There shall be a Consultative Committee to advise the Administrator on all policy matters relating to the activities of the Fund in accordance with paragraph 13 below. The following arrangements for the management of the Fund shall apply:

¹⁴⁵ See A/39/569, sect. II.

¹⁴⁶ *Ibid.*, sect. III.

¹⁴⁷ A/39/146 and Corr.1 and Add.1, A/39/569 and Add.1 and A/39/571

I. TRANSFER OF EXISTING RESOURCES, SOLICITATION AND ACKNOWLEDGEMENT OF PLEDGES AND COLLECTION OF CONTRIBUTIONS

2. The Voluntary Fund for the United Nations Decade for Women and its subsidiary Supplementary Trust Fund, which was established by a memorandum of understanding between the Secretary-General of the United Nations and the Administrator on 25 June 1980, are hereby liquidated and their assets transferred to the Fund.

3. Governments, intergovernmental and non-governmental organizations and other donors may contribute to the Fund.

4. The Fund shall be included among the programmes for which funds are pledged at the annual United Nations Pledging Conference for Development Activities. The Administrator shall assist with the mobilization of financial resources for the Fund. The contributions to the Fund and the bank accounts into which they are deposited shall be in accordance with the applicable Financial Regulations and Rules of the United Nations Development Programme.

II. OPERATIONS AND CONTROL

5. All operations of the Voluntary Fund for the United Nations Decade for Women are hereby transferred to the Fund.

6. The Administrator, in consultation with the Consultative Committee on the Voluntary Fund for the United Nations Decade for Women, shall appoint a Director of the Fund, hereinafter referred to as "the Director", bearing in mind the relevant qualifications and experience with technical co-operation, including those benefiting women. The Administrator shall appoint the staff of the Fund in consultation with the Director, pursuant to the Staff Regulations of the United Nations and the relevant provisions of the Charter of the United Nations.

7. The Administrator shall delegate the management of the Fund and its administration, including responsibility for the mobilization of resources, to the Director, who shall have the authority to conduct all matters related to its mandate and who shall be accountable directly to the Administrator.

8. The operations of the Fund shall be conducted taking into account the innovative and catalytic nature of its development co-operation activities for women and its existing criteria and operational procedures. The present procedures of the Fund, including those governing the identification, formulation, approval, appraisal, execution and evaluation of projects established in accordance with the requirements set out in the criteria adopted by the General Assembly in its resolution 31/133 and on the advice of the Consultative Committee, shall remain in force. Subject to the arrangements for the management of the Fund, the regulations, rules and directives of the United Nations Development Programme shall be applied to the operations of the Fund.

9. The resources of the Fund shall be used mainly within two priority areas: first, to serve as a catalyst, with the goal of ensuring the appropriate involvement of women in mainstream development activities, as often as possible at the pre-investment stages; secondly, to support innovative and experimental activities benefiting women in line with national and regional priorities. Fund resources should be a supplement to and not a substitute for the mandated responsibilities of other United Nations development co-operation organizations and agencies, including the United Nations Development Programme.

10. All the administrative and programme support costs of the Fund shall be met from its own resources.

11. The regional bureaux, other organizational units and field offices of the United Nations Development Programme shall continue to assist the operations of the Fund, *inter alia*, by joint programming missions to ensure the involvement of women in technical co-operation activities financed by the United Nations Development Programme and by supporting the project cycle activities of projects financed by the Fund. For its part, the Fund shall participate in existing machineries for co-ordination of technical co-operation at headquarters and field levels.

12. The proposed biennial budget for the administrative costs of the Fund shall be reviewed initially by the Consultative Committee prior to its submission by the Administrator for approval by the Governing Council of the United Nations Development Programme.

¹⁴⁸ 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. A.

III. THE CONSULTATIVE COMMITTEE AND THE RELATIONSHIP OF THE FUND TO OTHER ORGANIZATIONS

13. The President of the General Assembly shall designate, with due regard for the financing of the Fund from voluntary contributions and to equitable geographical distribution, five Member States to serve on the Consultative Committee for a period of three years. Each State member of the Consultative Committee shall designate a person with relevant expertise and experience in development co-operation activities, including those benefiting women, to serve on the Committee. The Committee shall advise the Administrator on all matters of policy affecting the activities of the Fund, including the application of the criteria set forth by the General Assembly in respect of the use of the Fund.

14. The Fund shall establish and maintain close and continuous working relationships with other United Nations organs, in particular the Department of International Economic and Social Affairs of the Secretariat and its Centre for Social Development and Humanitarian Affairs, the regional commissions, the United Nations Children's Fund, the United Nations Fund for Population Activities and the International Research and Training Institute for the Advancement of Women, as well as through the Administrative Committee on Co-ordination with the specialized agencies and other United Nations entities concerned, in particular the International Fund for Agricultural Development. Co-operation shall also be established for the sharing of information with the Commission on the Status of Women and other relevant global and regional intergovernmental bodies concerned with development and with women. As appropriate, the activities of the Fund may be drawn to the attention of the Committee on the Elimination of Discrimination against Women.

IV. REPORTING AND AUDITING

15. The Director shall prepare substantive and financial progress reports on the use of the Fund for the Administrator to submit to the Consultative Committee.

16. Taking into account the advice of the Consultative Committee, the Administrator shall submit to the Governing Council of the United Nations Development Programme an annual report on the operations, management and budget of the Fund. He shall submit a similar report to the General Assembly, to be referred to the Second Committee for consideration of its technical co-operation aspects and also to the Third Committee.

17. The Commission on the Status of Women shall also be provided with the annual reports referred to in paragraph 16 above.

18. The Administrator shall be responsible for reporting all the financial transactions of the Fund and shall issue annual financial statements in accordance with the Financial Regulations and Rules of the United Nations Development Programme.

19. The Fund shall be subject to the internal and external auditing procedures provided for under the financial regulations, rules and directives of the United Nations Development Programme.

39/126. Improvement of the situation of women in rural areas

The General Assembly,

Bearing in mind the objectives of the United Nations Decade for Women: Equality, Development and Peace,

Recalling its resolution 35/136 of 11 December 1980, in which it endorsed the Programme of Action for the Second Half of the United Nations Decade for Women,¹⁴⁸

Recalling also its resolution 37/59 of 3 December 1982 on the improvement of the situation of women in rural areas,

Reaffirming the importance attached in the Programme of Action for the Second Half of the United Nations Decade for Women and in the Convention on the Elimination of All Forms of Discrimination against Women,¹⁴⁹ as well as in the International Development Strategy for the Third United Nations Development Decade,¹⁵⁰ to the need to improve the status of women and ensure their full partici-

¹⁴⁹ Resolution 34/180, annex.

¹⁵⁰ Resolution 35/56, annex.