

cerned with planning and other relevant ministries and intergovernmental organizations to integrate the concerns of women and to ensure their involvement in development programmes at all levels.

Noting the focused and proactive interventions of the Fund within its regional priority frameworks and its overall strategic objectives through investments in tested and documented models and approaches for women and development,

1. *Takes note* of the note by the Secretary-General⁷⁸ transmitting the report of the Administrator of the United Nations Development Programme on the activities of the United Nations Development Fund for Women;

2. *Notes* the Fund's continued co-operation with units concerned with issues relating to women and development throughout the United Nations system and with planning and sectoral ministries and national machineries for women in the development of developing countries;

3. *Stresses* the importance of strengthening the technical and financial capacities of the Fund to enable it to preserve and augment its flexibility and to facilitate its own implementation of the governmental and non-governmental projects and programmes that it supports at the national, regional and global levels;

4. *Expresses its appreciation* to Governments, non-governmental organizations and individuals that have pledged and contributed to the Fund;⁷⁹

5. *Commends* national committees for the Fund and non-governmental organizations for their initiatives in the development of education and public awareness programmes and resource mobilization on behalf of the Fund;

6. *Notes with concern* that the Fund's resources are still insufficient to enable it to implement fully its programmes and to preserve and augment its flexible approaches to supporting activities at the national, regional and global levels;

7. *Invites* Governments, non-governmental organizations and others to make substantial contributions to the Fund;

8. *Requests* the Secretary-General to transmit to the General Assembly at its forty-fifth session the report of the Administrator of the United Nations Development Programme on the activities of the Fund to be submitted pursuant to Assembly resolution 39/125.

*78th plenary meeting
8 December 1989*

44/75. Improvement of the status of women in the Secretariat

The General Assembly,

Recalling the relevant paragraphs of the Nairobi Forward-looking Strategies for the Advancement of Women,⁵² in which importance is attached to the appointment of women at senior decision-making and managerial levels,

Noting the deployment of a senior-level officer in a position designated as the focal point for women in the office of the Assistant Secretary-General for Human Resources Management, to be responsible for all aspects of the action programme for the improvement of the status of women in the Secretariat,⁸⁰

Recalling its resolutions 43/101 of 8 December 1988 on the implementation of the Nairobi Forward-looking Strategies, 43/103 of 8 December 1988 and 43/224 C of 21 December 1988 on the improvement of the status of women in the Secretariat, and 43/226 of 21 December 1988 on the United Nations common system, and taking note of Economic and Social Council resolution 1989/29 of 24 May 1989 on the improvement of the status of women in the Secretariat, as well as other related resolutions and decisions,

Recalling also the recommendations for action contained in the fourth report of the Steering Committee for the Improvement of the Status of Women in the Secretariat of 30 June 1988,⁸¹

Taking note of the report of the Secretary-General of 16 October 1989 on the composition of the Secretariat,⁸² in which it is stated that of the twenty-four Under-Secretary-General positions, twenty-two are held by men and only two are held by women (8.3 per cent), that seventeen Assistant Secretary-General positions are held by men and none by women, that of the eighty-five D-2 positions, seventy-eight are held by men and seven by women (8.2 per cent), and that of the two hundred and thirty-five D-1 positions, two hundred and twenty are held by men and fifteen by women (6.4 per cent),

1. *Requests* the Secretary-General, in full conformity with Articles 8, 97 and 101 of the Charter of the United Nations, to intensify his efforts to increase the number of women employed throughout the United Nations system, particularly in senior policy-level and decision-making posts, in order to achieve an overall rate of participation by women of 30 per cent by 1990, in accordance with paragraph 3 of its resolution 40/258 B of 18 December 1985;

2. *Requests* that renewed efforts be made to ensure more equitable representation of women from developing countries in posts subject to geographical distribution, subject to Article 101 of the Charter;

3. *Urges* the Secretary-General to take note of the view of the Commission on the Status of Women and the Economic and Social Council that, within budgetary constraints, the achievement of the goal of rectifying the underrepresentation of women in the Secretariat, in particular at the policy-making levels, as well as the career development of women already in the Secretariat, in accordance with the action programme for the improvement of the status of women in the Secretariat, should not be impeded;

4. *Reiterates its request* to Member States to continue to support efforts of the United Nations and its specialized agencies to increase the proportions of women in the Professional categories and above by, *inter alia*, nominating more women candidates and encouraging women to apply for vacant posts;

5. *Requests* the Secretary-General to submit to the General Assembly at its forty-fifth session through the appropriate bodies, including the Commission on the Status of Women at its thirty-fourth session, an outline of a programme for the improvement of the status of women in the Secretariat for the period 1991-1995, based on specific goals and appropriate monitoring to ensure a substantially higher rate of participation by women from all geographic regions, especially in senior-level posts, by 1995;

6. *Also requests* the Secretary-General to ensure that his annual report on progress achieved and future strate-

⁷⁸ A/44/389.

⁷⁹ *Ibid.*, annex, appendices I-III.

⁸⁰ A/C.5/40/30, sect. III.B.

⁸¹ See A/C.5/43/14, annex I.

⁸² A. 44/604.

gies 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 is submitted to the Commission on the Status of Women and to the General Assembly for consideration by the Third Committee, under the item on the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women.

78th plenary meeting
8 December 1989

44/76. Elderly women

The General Assembly,

Taking note of Economic and Social Council resolution 1989/38 of 24 May 1989, in which the Council requested the Commission on the Status of Women to devote particular attention to the current and future situation of elderly women in the world,

Recalling its resolution 40/30 of 29 November 1985, in which it was emphasized that the elderly must be considered an important and necessary element in the development process at all levels within a given society,

Aware that age segregation, in addition to sex stereotyping, makes the social and economic problems of elderly women even more acute, and that they are often viewed only as beneficiaries and not as contributors to development,

Also aware that statistics are an essential ingredient of planning and policy evaluation and that few statistics are available on the situation of elderly women,

1. *Recommends* that the United Nations and the specialized agencies take the lead in recognizing the important contributions made by older women and their potential to participate in and shape the future of their societies;

2. *Reaffirms* Economic and Social Council resolution 1989/38, in which the Council requested the Secretary-General to organize a seminar, within available budgetary resources, to study questions arising from an in-depth analysis of the situation of women as they age, and to transmit the results of the study to the Commission on the Status of Women, under the priority theme of development, at its session in 1992, at which the tenth anniversary of the adoption of the International Plan of Action on Ageing⁴⁹ will also be observed;

3. *Invites* the International Research and Training Institute for the Advancement of Women and the Statistical Office of the Secretariat, in co-operation with the regional commissions, to pay specific attention to older women in their efforts to improve methodology for data-gathering on women;

4. *Notes with appreciation* the valuable contributions that non-governmental organizations have made in calling attention to the specific needs of elderly women and encourages them to continue to co-operate with the international community on behalf of these women;

5. *Appeals* to the United Nations system to pay due attention in relevant activities to the importance of the role of elderly women, in all its interrelated aspects, as participants in political, economic, social and cultural development;

6. *Requests* the Secretary-General to report to the General Assembly at its forty-fifth session on the implementation of the present resolution.

78th plenary meeting
8 December 1989

44/77. Implementation of the Nairobi Forward-looking Strategies for the Advancement of Women

The General Assembly,

Recalling all its relevant resolutions, in particular resolutions 40/108 of 13 December 1985, 42/62 of 30 November 1987 and 43/101 of 8 December 1988, in which, *inter alia*, it endorsed and reaffirmed the importance of the Nairobi Forward-looking Strategies for the Advancement of Women⁵² for the period up to the year 2000 and set out measures for their immediate implementation and for the overall achievement of the interrelated goals and objectives of the United Nations Decade for Women: Equality, Development and Peace,

Taking into consideration the resolutions adopted by the Economic and Social Council on issues relating to women since its resolution 1987/18 of 26 May 1987,

Reaffirming its resolution 40/30 of 29 November 1985, in which it emphasized that the elderly must be considered an important and necessary element in the development process at all levels within a given society, and that, consequently, elderly women should be considered contributors to as well as beneficiaries of development,

Reaffirming also its determination to encourage the full participation of women in economic, social, cultural, civil and political affairs and to promote development, co-operation and international peace,

Conscious of the important and constructive contribution to the improvement of the status of women made by the Commission on the Status of Women, the specialized agencies, the regional commissions and other organizations and bodies of the United Nations system and non-governmental organizations concerned,

Emphasizing once again the priority of the implementation, monitoring, review and appraisal of the Forward-looking Strategies,

Recognizing the advancement of women as one of the priorities of the Organization for the biennium 1990-1991,

Recalling that the Commission will hold in 1990 a session of extended duration to review and appraise progress in the implementation of the Forward-looking Strategies,

1. *Takes note* of the report of the Secretary-General;⁸³

2. *Reaffirms* the importance of resolutions 1, 2 and 4 adopted by the Commission on the Status of Women at its special session in 1987,⁸⁴ in particular its recommendation that the implementation of the Forward-looking Strategies and the status of women in general should be incorporated as one of the priorities in the introduction to the medium-term plan of the Organization for the period 1992-1997;

3. *Reaffirms* the urgent need for the Forward-looking Strategies to be translated immediately into concrete action by Governments, within the framework of overall national priorities, as well as by the organizations and bodies

⁸³ A/44/511.

⁸⁴ See *Official Records of the Economic and Social Council, 1987, Supplement No. 2 (E/1987/15), chap. I, sect. C.*